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ABSTRACT

The results of the 22nd annual University of Arkansas questionnaire study of administrative salaries in 147 state supported universities representing 50 states and 34 university systems representing 23 states are discussed. The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. Salaries are reported only for full-time administrators. Three sections of tables focus on the following: the ranking of salaries paid among all participating universities (president, academic officers, student affairs officers, operations officers, public relations and development, research officers, deans, and medical deans); the salaries paid among the 147 participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the Atlanta, Chicago, Dallas, Denver, Kansas City, New York and Boston, Philadelphia, San Francisco, and Seattle regions); and salaries paid to university system officers. Two positions that were not on the questionnaire but were written in by several institutions are contained in the 1988-89 survey (Vice President of Health Services/Affairs located in the Academic Officers section and Dean of Public Health located in the Medical Deans section). A special feature in Table I is the average of only those institutions that belong to the National Association of State Universities and Land-Grant Colleges. (SM)

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TWENTY-SECOND ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1988-89

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FORTY—SEVEN STATE—SUPPORTED
UNIVERSITIES REPRESENTING FIFTY STATES
AND THIRTY—FOUR UNIVERSITY SYSTEMS
REPRESENTING TWENTY—EIGHT STATES

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UNIVERSITY OF ARKANSAS
DECEMBER 31, 1988

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TWENTY-SECOND ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1988-89

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OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1988

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twenty-second annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-eight universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in fifty states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-four university systems in twenty-eight states.

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	Operations Officers	22
	Public Relations/Development	26
	Research Officers	30
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	Medical Deans	40
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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES
IN FIFTY STATES

This table summarizes the data for one hundred forty-seven universities in fifty states. For making these data available, the University of Arkansas is grateful to the following universities:

- | | |
|--|------------------------------------|
| *Arizona State University | Middle Tennessee State University |
| *Auburn University | *Mississippi State University |
| Ball State University | *Montana State University |
| Bowling Green State University | Morgan State University |
| California State University - | New Jersey Institute of Technology |
| Los Angeles | *North Carolina State University |
| Central Michigan University | at Raleigh |
| Central Missouri State University | *North Dakota State University |
| City University of New York | North Texas State University |
| Graduate School and | Northeast Louisiana University |
| University Center | Northern Arizona University |
| *Clemson University | Northern Illinois University |
| Cleveland State University | Oakland University |
| College of William and Mary | *Ohio State University |
| East Tennessee State University | *Ohio University |
| East Texas State University | *Oklahoma State University |
| Florida Atlantic University | *Oregon State University |
| *Florida State University | Portland State University |
| *Georgia Institute of Technology | Sam Houston State University |
| Georgia State University | San Diego State University |
| Idaho State University | South Dakota School of Mines |
| Illinois State University | and Technology |
| Indiana State University | *South Dakota State University |
| *Indiana University - Bloomington | *Southern Illinois University |
| Indiana University of Pennsylvania | at Carbondale |
| Indiana University - Purdue | Southern Illinois University |
| University at Indianapolis | at Edwardsville |
| *Iowa State University of Science | *State University of New York - |
| and Technology | Albany |
| *Kansas State University | *State University of New York - |
| *Kent State University | Binghamton |
| Lamar University | *State University of New York - |
| *Louisiana State University | Buffalo |
| and A & M College | State University of New York - |
| Louisiana Tech University | Environmental Science |
| Memphis State University | *State University of New York - |
| *Miami University | Stony Brook |
| *Michigan State University | Stephen F. Austin State University |
| Michigan Technological University | *Temple University |
| *Member of National Association of State Universities and Land-Grant Colleges. | |

TABLE I (Continued)

Tennessee Technological University	University of Maryland -
Texas A & I University	Baltimore County
*Texas A & M University	*University of Maryland
*Texas Tech University	at College Park
Texas Woman's University	*University of Michigan
University of Akron	at Ann Arbor
*University of Alabama	*University of Minnesota -
*University of Alabama -	Twin Cities
Birmingham	*University of Mississippi
University of Alabama -	*University of Missouri -
Huntsville	Columbia
*University of Alaska	*University of Missouri -
*University of Arizona	Rolla
*University of Arkansas	University of Missouri - St. Louis
*University of California	*University of Montana
*University of California -	*University of Nebraska -
Davis	Lincoln
University of California -	*University of Nebraska
Santa Barbara	at Omaha
University of California -	University of Nevada,
Santa Cruz	Las Vegas
University of Central Florida	*University of Nevada,
*University of Cincinnati	Reno
University of Colorado	*University of New Hampshire
at Boulder	*University of New Mexico
University of Colorado	University of New Orleans
at Denver	*University of North Carolina
*University of Connecticut	at Chapel Hill
*University of Delaware	University of North Carolina
*University of Florida	at Greensboro
*University of Georgia	*University of North Dakota
*University of Hawaii	University of Northern Colorado
at Manoa	University of Northern Iowa
*University of Houston	*University of Oklahoma
*University of Idaho	*University of Oregon
*University of Illinois	*University of Rhode Island
at Chicago	University of South Alabama
*University of Illinois	*University of South Carolina,
at Urbana-Champaign	Columbia
*University of Kansas	*University of South Dakota
at Lawrence	*University of South Florida
*University of Kentucky	University of Southern
*University of Louisville	Mississippi
University of Lowell	University of Southwestern
*University of Maine at Orono	Louisiana
University of Maryland -	*University of Tennessee
Baltimore	at Knoxville

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

University of Texas at Arlington	*University of Wisconsin at Milwaukee
*University of Texas at Austin	*University of Wyoming
University of Texas at Dallas	*Utah State University
University of Texas at El Paso	*Virginia Commonwealth University
*University of Toledo	*Virginia Polytechnic Institute and State University
*University of Utah	*Washington State University
*University of Vermont	*West Virginia University
*University of Virginia	Western Michigan University
*University of Wisconsin at Madison	Wichita State University

*Member of National Association of State Universities and Land-Grant
Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

RANK	SALARY
1	140,000 *
2	139,320 *
3	126,225 *
4	124,700
5	120,000 *
6	117,000 *
7	115,000 *
8	115,000 *
9	115,000 *
10	115,000
11	110,000 *
12	100,000 *
13	97,049 *
14	95,000 *
15	89,892 *
16	73,000 *

Average *** 110,892

Average All 112,012

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	157,750 *
2	157,000 *
3	154,000
4	147,000 *
5	144,450 *
6	144,000 *
7	143,000 *
8	142,500 *
9	136,148 *
10	136,148 *
11	136,148 *
12	134,000 *
13	133,156 *
14	131,000 *
15	130,750 *
16	130,000
17	130,000 *
18	127,000 *
19	127,000 *
20	127,000 *
21	126,000
22	125,939 *
23	125,000 *
24	125,000
25	124,000 *
26	123,500
27	123,500 *
28	123,227 *
29	122,000 *
30	120,200
31	120,000
32	119,772 *
33	117,550 *

RANK

SALARY

34	116,735 *
35	116,600 *
36	116,237
37	115,503
38	115,000 *
39	115,000 *
40	115,000 *
41	115,000 *
42	114,400 *
43	114,000 *
44	113,004 *
45	113,000
46	113,000
47	112,000 *
48	110,500 *
49	110,000
50	110,000
51	109,100 *
52	109,000 *
53	108,500
54	108,500
55	107,500
56	106,958
57	106,000 *
58	106,000
59	105,552 *
60	105,500 *
61	105,476
62	105,189 *
63	105,000
64	105,000 *
65	104,200 *
66	104,000 *
67	103,001 *
68	103,000
69	102,570
70	101,200
71	100,000
72	100,000
73	100,000
74	99,990 *
75	99,800
76	99,567 *
77	99,500 *
78	99,225
79	98,700 *
80	98,700
81	98,063
82	98,000
83	97,500
84	97,439
85	97,398 *
86	97,002 *
87	97,000
88	96,813
89	96,000
90	95,000 *
91	95,000 *
92	94,600
93	94,150 *
94	92,550
95	92,100 *
96	92,100
97	92,100 *
98	91,603 *

RANK

SALARY

99	91,100
100	90,972 *
101	90,800 *
102	90,441
103	90,000
104	90,000
105	89,900
106	89,804 *
107	86,000 *
108	85,000
109	83,555 *
110	83,220
111	82,600
112	81,432 *
113	80,600
114	80,300
115	79,275
116	78,156 *
117	76,220 *
118	75,504
119	74,778
120	74,335
121	74,335
122	74,335
123	73,250 *
124	70,000 *
125	59,160

Average *** 112,335

Average All 106,519

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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE I (Continued)

ACADEMIC OFFICERS.
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	135,000 *
2	(125,000)*
3	(122,000)*
4	(121,560)*
5	(121,000)*
6	114,500 *
7	112,179 *
8	(111,500)*
9	110,000
10	109,747 *
11	109,000 *
12	108,200
13	108,000 *
14	(107,500)*
15	105,000 *
16	103,246 *
17	101,650 *
18	101,640 *
19	101,500 *
20	101,000
21	100,000 *
22	(97,000)*
23	96,521
24	96,500
25	(96,400)*
26	96,300
27	96,155 *
28	96,000 *
29	95,957
30	95,400 *
31	93,500
32	93,240 *
33	93,200
34	93,000 *
35	93,000
36	91,200
37	91,000 *
38	(91,000)*
39	90,815 *
40	90,732 *
41	90,550
42	90,000 *
43	(89,688)
44	89,165 *
45	89,000 *
46	88,725
47	88,462 *
48	87,900
49	87,720 *
50	87,588
51	87,500
52	87,200 *
53	87,000
54	(86,500)*
55	86,148 *
56	86,000 *
57	85,965
58	85,008 *
59	85,000
60	84,300
61	84,000 *

RANK	SALARY
62	83,625 *
63	83,585
64	83,118 *
65	83,000 *
66	82,000
67	82,000 *
68	80,628 *
69	80,053
70	80,000
71	79,000 *
72	75,567 *
73	75,400
74	75,331
75	75,000 *
76	74,620
77	74,300
78	74,117
79	74,020 *
80	73,628
81	72,000 *
82	71,600 *
83	71,400
84	70,900
85	70,000
86	70,000
87	69,919
88	68,994
89	68,900
90	67,728
91	67,486
92	(66,354)*
93	65,000 *
94	64,700
95	64,600 *
96	64,500
97	63,900 *
98	61,435
99	61,126
100	60,000

Average *** 92,763

Average All 87,791

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(121,560)*
2	(121,000)*
3	120,000 *
4	119,000 *
5	117,500 *
6	(115,000)
7	115,000 *
8	114,750 *
9	114,500 *
10	114,000 *
11	(111,500)*
12	111,000 *
13	110,000 *

RANK	SALARY
14	(107,500)*
15	105,000 *
16	104,500
17	103,000
18	102,586 *
19	102,200 *
20	100,150 *
21	100,000 *
22	98,004 *
23	(97,000)*
24	96,500
25	(96,400)*
26	95,004
27	94,100
28	93,828 *
29	93,000 *
30	92,448 *
31	92,000
32	(91,000)*
33	90,772
34	90,392 *
35	90,250 *
36	90,100 *
37	(89,688)
38	89,250
39	87,434 *
40	(86,500)*
41	86,250
42	86,000 *
43	85,965
44	85,097
45	85,000
46	83,640
47	83,460
48	83,220 *
49	83,076 *
50	82,000
51	81,000 *
52	71,940
53	70,900
54	(66,354)*

Average *** 100,379

Average All 96,617

* Member of NASULGC*

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	101,500 *	62	69,061 *	127	51,462
2	96,100 *	63	69,060 *	128	50,811
3	94,600 *	64	68,594	129	50,035
4	93,800 *	65	68,545 *	130	50,024
5	93,090 *	66	68,460 *	131	50,000 *
6	92,640 *	67	68,300 *	132	50,000 *
7	92,223 *	68	68,000	133	50,000 *
8	91,500 *	69	68,000 *	134	50,000 *
9	90,000 *	70	67,663 *	135	49,759
10	89,068 *	71	66,700 *	136	47,804
11	89,000	72	66,521 *	137	47,100
12	88,275 *	73	66,500 *	138	46,750
13	87,000 *	74	66,420 *	139	45,478 *
14	86,000 *	75	66,204	140	45,100
15	85,900 *	76	66,000 *	141	40,511
16	85,490 *	77	65,772 *		
17	85,000	78	65,727	Average ***	73,154
18	84,426	79	65,484		
19	84,165 *	80	65,100	Average All	68,158
20	83,200 *	81	65,000		
21	82,500 *	82	65,000		
22	81,000 *	83	65,000 *		
23	80,550 *	84	64,000		
24	80,171 *	85	63,790 *		
25	79,800	86	63,600		
26	79,600 *	87	63,500		
27	79,188	88	63,363		
28	78,850 *	89	63,023		
29	78,498 *	90	63,000		
30	77,741	91	62,995 *		
31	77,500 *	92	62,760 *		
32	77,470 *	93	62,714 *		
33	77,085 *	94	62,700		
34	76,577 *	95	62,600		
35	76,320 *	96	62,600		
36	76,100 *	97	62,500 *		
37	75,500 *	98	62,375		
38	75,225 *	99	62,242		
39	75,000 *	100	62,100 *		
40	74,765	101	61,241 *		
41	74,500 *	102	61,014		
42	74,422 *	103	61,000		
43	74,000 *	104	61,000		
44	74,000 *	105	60,000 *		
45	73,980 *	106	59,000		
46	73,500 *	107	59,000 *		
47	73,300 *	108	58,217		
48	73,100 *	109	58,000		
49	73,000 *	110	57,310		
50	73,000 *	111	57,200		
51	72,657 *	112	57,200		
52	71,600	113	57,000		
53	70,650 *	114	56,370 *		
54	70,392 *	115	56,251 *		
55	70,348 *	116	56,232		
56	70,000	117	56,115		
57	70,000 *	118	55,964		
58	70,000	119	55,924		
59	69,500 *	120	55,100		
60	69,360 *	121	55,068		
61	69,300	122	55,008		
		123	54,150		
		124	53,600 *		
		125	52,500 *		
		126	51,962		

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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	89,657 *	62	45,926 *	115	28,000
2	81,270 *	63	45,900 *	116	27,996
3	76,200	64	44,821	117	27,500 *
4	73,600 *	65	44,700 *	118	27,060
5	70,113 *	66	44,520 *	119	26,835
	(70,000) *	67	44,251	120	24,484 *
7	70,000 *	68	44,100	121	22,500
8	69,975 *	69	44,001		
9	66,620	70	43,950 *	Average ***	49,911
10	66,234 *	71	43,100 *		
11	65,004 *	72	42,996 *	Average All	47,295
12	65,000 *	73	42,660 *		
13	65,000 *	74	42,540 *		
14	64,700 *	75	42,500 *		
15	64,296 *	76	42,412 *		
16	64,085 *	77	42,000		
17	64,000	78	41,895		
18	61,465 *	79	41,800		
19	60,800	80	41,500		
20	60,787 *	81	40,608		
21	60,507 *	82	40,300		
22	(58,448) *	83	40,000		
23	58,000 *	84	39,945 *		
24	57,700 *	85	39,899		
25	57,000 *	86	39,816 *		
26	56,600 *	87	39,200 *		
27	56,752	88	39,123 *		
28	55,590 *	89	38,823 *		
29	55,128	90	38,800		
30	55,000 *	91	38,520 *		
31	54,522 *	92	38,000		
32	54,000 *	93	37,400		
33	53,738 *	94	37,200 *		
34	53,530 *	95	37,116		
35	53,500	96	36,804		
36	51,850 *	97	36,550 *		
37	(51,744)	98	36,430		
38	51,453	99	36,398		
39	51,000 *	100	36,010		
40	50,400 *	101	36,000 *		
41	50,300 *	102	35,500		
42	(50,213)	103	35,333 *		
43	49,800 *	104	35,300 *		
44	49,220 *	105	35,000		
45	49,150	106	35,000		
46	48,978 *	107	34,400 *		
47	48,700 *	108	33,920 *		
48	48,655 *	109	33,862		
49	48,350 *	110	33,720 *		
50	48,275 *	111	32,760		
51	48,105 *	112	31,820 *		
52	47,500 *	113	31,500 *		
53	47,229	114	29,556 *		
54	47,200				
55	47,000				
56	46,972 *				
57	46,635 *				
58	46,500 *				
59	46,500 *				
60	46,156 *				
61	46,080 *				

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE : (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	103,920 *	62	69,073 *	127	54,372
2	98,000 *	63	68,900 *	128	54,100
3	95,467 *	64	68,900 *	129	54,000 *
4	93,500 *	65	68,355 *	130	53,959
5	92,400 *	66	67,700 *	131	53,880
6	89,100 *	67	67,186 *	132	53,800 *
7	88,800 *	68	67,150	133	53,578 *
8	86,720 *	69	67,141	134	53,563
9	86,475 *	70	67,000	135	53,500
10	86,177 *	71	67,000	136	52,717
11	86,000 *	72	66,800 *	137	52,380 *
12	85,620 *	73	66,000 *	138	52,333
13	85,130 *	74	65,800 *	139	52,000 *
14	84,860 *	75	65,725 *	140	51,858
15	84,500 *	76	65,628	141	51,610
16	84,000 *	77	65,600	142	51,548
17	84,000 *	78	(65,376) *	143	51,500
18	83,910 *	79	65,355	144	51,250 *
19	82,500	80	65,340 *	145	50,973
20	82,308 *	81	65,100 *	146	50,940
21	82,000	82	65,000 *	147	50,928
22	81,863 *	83	64,882	148	50,724
23	80,040 *	84	64,673	149	50,040 *
24	79,501 *	85	64,512 *	150	50,025
25	79,143 *	86	64,100 *	151	50,000
26	78,400 *	87	63,467	152	49,935
27	78,330 *	88	63,438 *	153	49,818
28	77,500 *	89	63,250 *	154	49,600 *
29	77,300 *	90	63,000	155	49,400 *
30	76,934	91	62,858 *	156	49,140
31	75,923 *	92	62,550 *	157	49,107
32	75,750 *	93	62,500 *	158	49,101
33	75,600 *	94	61,600 *	159	48,900 *
34	75,300	95	61,500 *	160	48,600
35	75,000 *	96	61,284	161	45,759
36	74,646 *	97	61,241 *	162	45,576
37	74,500	98	60,800	163	45,400 *
38	74,362 *	99	60,700 *	164	45,294
39	74,200	100	60,410 *	165	44,616 *
40	74,200 *	101	60,000 *	166	44,488
41	73,776 *	102	60,000	167	44,000
42	73,500 *	103	59,142 *	168	44,000
43	72,816 *	104	59,072 *	169	43,892
44	71,872 *	105	59,000 *	170	43,464
45	71,800 *	106	58,630	171	43,439
46	71,500 *	107	58,400 *	172	43,356
47	71,400 *	108	58,200 *	173	42,660 *
48	71,295 *	109	58,042	174	41,795
49	71,072	110	58,000	175	40,222
50	70,985	111	57,528 *	176	39,922
51	70,689	112	57,400	177	39,575 *
52	70,600	113	57,211 *	178	39,100 *
53	70,500 *	114	56,764	179	38,420
54	70,500 *	115	56,750	180	31,767
55	70,315 *	116	56,350 *		
56	70,300	117	56,000	Average ***	68,603
57	70,000	118	56,000		
58	70,000 *	119	56,000	Average All	63,342
59	69,600 *	120	55,974 *		
60	69,431 *	121	55,440 *		
61	69,240 *	122	55,100 *		
		123	(55,000) *		
		124	54,700		
		125	54,504		
		126	54,381		

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TABLE I (Continued)

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
HEALTH AFFAIRS/SCIENCE

RANK	SALARY
1	185,300 *
2	185,000 *
3	182,100 *
4	158,500 *
5	130,000 *
6	109,666 *
7	79,012 *

Average *** 147,083

Average All 147,083

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	135,000 *
2	123,500 *
3	(113,800) *
4	113,000 *
5	106,300 *
6	105,000 *
7	104,800 *
8	104,300 *
9	(104,300) *
10	104,000 *
11	103,300 *
12	(101,760) *
13	101,500 *
14	99,500 *
15	98,753 *
16	97,000 *
17	96,840 *
18	94,238 *
19	94,000 *
20	94,000 *
21	92,700 *
22	91,600 *
23	90,528 *
24	(89,950) *
25	89,700 *
26	89,500 *
27	88,600 *
28	88,457 *
29	88,115 *
30	88,008 *
31	88,000 *
32	88,000 *
33	87,914 *
34	87,500 *
35	87,250 *
36	87,000 *
37	86,981 *
38	86,200 *
39	86,032 *
40	86,000 *
41	85,000 *
42	85,458 *

RANK	SALARY
43	84,898 *
44	84,500 *
45	84,405 *
46	84,246 *
47	84,200 *
48	84,090 *
49	84,000 *
50	83,800 *
51	83,359 *
52	(82,980) *
53	82,500 *
54	82,500 *
55	81,996 *
56	81,800 *
57	81,712 *
58	81,568 *
59	81,000 *
60	80,906 *
61	80,650 *
62	80,600 *
63	80,435 *
64	79,560 *
65	79,000 *
66	78,000 *
67	77,876 *
68	77,800 *
69	76,860 *
70	76,751 *
71	76,465 *
72	76,000 *
73	76,000 *
74	75,000 *
75	75,000 *
76	75,000 *
77	75,000 *
78	74,620 *
79	74,300 *
80	74,232 *
81	74,020 *
82	73,980 *
83	73,980 *
84	73,725 *
85	73,451 *
86	72,760 *
87	(72,685) *
88	72,000 *
89	71,600 *
90	71,450 *

RANK	SALARY
91	(70,800) *
92	70,000 *
93	70,000 *
94	70,000 *
95	69,919 *
96	69,700 *
97	(69,680) *
98	69,513 *
99	69,000 *
100	67,486 *
101	67,228 *
102	66,144 *
103	65,600 *
104	65,500 *
105	64,605 *
106	64,050 *
107	61,975 *
108	61,820 *
109	61,524 *
110	61,000 *
111	56,657 *
112	56,288 *
113	54,000 *
114	44,000 *

Average *** 86,273

Average All 81,966

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	RANK	SALARY
1	100,500 *	62	57,750
2	87,700 *	63	57,000
3	83,160 *	64	56,300 *
4	80,000 *	65	56,272 *
5	79,500 *	66	56,000
6	78,900 *	67	55,314
7	76,500 *	68	55,297
8	76,000 *	69	55,085
9	75,800 *	70	55,000
10	75,700 *	71	55,000
11	73,645 *	72	54,652
12	72,422 *	73	561
13	71,307 *	74	190 *
14	70,625 *	75	181 *
15	70,200 *	76	53,106 *
16	70,153 *	77	53,100
17	70,080 *	78	52,595 *
18	(70,000) *	79	52,394 *
19	69,600	80	52,000
20	69,218 *	81	51,576
21	69,000 *	82	51,500 *
22	68,970	83	51,100
23	68,964	84	51,000 *
24	68,600	85	50,880
25	68,300 *	86	50,520 *
26	67,568	87	50,400 *
27	66,700	88	50,022 *
28	66,520 *	89	50,000
29	66,500 *	90	50,000
30	66,415	91	49,920 *
31	66,000 *	92	49,580
32	66,000 *	93	49,500 *
33	65,900	94	48,676
34	65,400	95	48,300
35	65,396 *	96	48,255
36	(64,650) *	97	48,240
37	64,500 *	98	48,030
38	64,500 *	99	47,280 *
39	64,400	100	47,200
40	63,500 *	101	47,000
41	63,000	102	46,746
42	63,000 *	103	46,100
43	62,500 *	104	46,030
44	62,460 *	105	44,295
45	61,657 *	106	44,193
46	61,500 *	107	44,000
47	61,342 *	108	43,600
48	61,000 *	109	42,400 *
49	60,800	110	42,200
50	60,700 *	111	40,247
51	60,485 *	112	39,520 *
52	60,375 *	113	39,105 *
53	60,200	114	37,270 *
54	60,000	115	37,068 *
55	60,000 *		29,000
56	59,000		
57	58,850 *		
58	58,644 *		
59	58,490 *		
60	58,088 *		
61	57,800 *		

Average *** 62,371

Average All 58,768

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	92,000 *
2	(91,100) *
3	76,000 *
4	73,734
5	(70,000) *
6	69,840
7	69,600 *
8	66,700
9	60,960 *
10	60,000 *
11	58,000 *
12	57,800 *
13	57,450 *
14	55,940 *
15	54,718 *
16	51,996 *
17	51,750 *
18	51,548 *
19	50,700 *
20	49,380 *
21	49,040 *
22	48,500
23	48,500 *
24	48,000
25	47,160 *
26	46,233
27	46,000
28	44,280 *
29	44,200 *
30	43,252 *
31	42,800
32	42,000 *
33	41,388 *
34	40,800 *
35	40,600 *
36	40,355
37	39,464
38	39,459 *
39	39,420 *
40	38,343
41	38,236 *
42	38,208 *
43	38,085
44	37,464
45	37,274
46	37,238
47	36,295 *
48	35,951 *
49	35,800 *
50	35,650 *
51	35,304
52	35,237
53	35,000
54	34,000
55	33,000 *

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
56	32,649 *
57	32,160
58	32,000
59	31,750 *
60	31,709
61	30,966
62	30,500 *
63	30,414
64	29,700
65	25,524
66	25,100
67	23,868

Average *** 49,412

Average All 45,345

RANK	SALARY
36	40,514
37	39,866
38	39,864
39	39,421
40	36,030 *
41	34,900 *
42	34,792 *
43	32,640
44	31,137 *
45	30,188
46	30,057 *
47	26,535 *

Average *** 55,141

Average All 53,780

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASINGBUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(91,100) *
2	76,704
3	75,600 *
4	74,765
5	74,200 *
6	73,983
7	(70,882) *
8	69,335
9	67,387 *
10	67,300 *
11	67,100
12	66,950 *
13	66,857 *
14	(64,650) *
15	62,730 *
16	61,947 *
17	60,667 *
18	60,000
19	59,232 *
20	57,372
21	55,000 *
22	54,716
23	54,700 *
24	54,000
25	53,340 *
26	50,541
27	50,000
28	48,500 *
29	48,141
30	47,528
31	47,400 *
32	46,980 *
33	44,800 *
34	44,732
35	42,597

RANK	SALARY
1	67,146 *
2	65,734 *
3	65,490 *
4	65,000
5	64,500 *
6	63,000 *
7	62,300 *
8	62,109 *
9	61,213 *
10	60,962 *
11	60,500 *
12	59,000 *
13	58,600 *
14	57,158 *
15	56,260 *
16	56,150 *
17	55,718 *
18	55,484 *
19	55,126 *
20	54,925
21	54,696
22	54,600
23	54,000
24	53,700 *
25	53,647 *
26	52,890 *
27	52,800
28	52,500 *
29	52,000 *
30	51,500 *
31	51,350 *
32	51,250 *
33	50,844 *
34	50,694
35	50,520 *
36	50,520 *
37	50,400 *
38	50,000
39	49,901 *
40	49,500 *

RANK	SALARY
41	49,400
42	49,300
43	48,778
44	48,600 *
45	48,500 *
46	48,500 *
47	47,071 *
48	47,000 *
49	46,550 *
50	46,543
51	46,320
52	46,179
53	46,092
54	46,000 *
55	46,000
56	45,890 *
57	45,660 *
58	45,456 *
59	45,300 *
60	45,000 *
61	44,676
62	44,674 *
63	44,600 *
64	44,500 *
65	44,201 *
66	44,000
67	43,970 *
68	43,500
69	43,440 *
70	43,280 *
71	43,272
72	43,200 *
73	43,000
74	42,808 *
75	42,729 *
76	42,600
77	42,446 *
78	42,160
79	41,800 *
80	41,700 *
81	41,600 *
82	41,559
83	41,400
84	41,397
85	41,000
86	40,991 *
87	40,853
88	40,500
89	40,466
90	40,320
91	40,240
92	40,200 *
93	39,053
94	38,916
95	38,895
96	38,712 *
97	38,350 *
98	38,160 *
99	37,689

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
100	37,508 *
101	37,500 *
102	37,500
103	36,771
104	36,345
105	36,104 *
106	35,959 *
107	35,712 *
108	35,700
109	35,560 *
110	35,357
111	35,069 *
112	35,016 *
113	34,882
114	34,503
115	34,019
116	33,720
117	33,644
118	33,400
119	33,096 *
120	32,950
121	32,388
122	32,000
123	31,550 *
124	29,900 *
125	25,100
126	28,760
127	27,146
128	26,577
129	26,340 *
130	26,000 *
131	23,665

Average *** 47,410

Average All 44,751

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	77,326 *
2	73,486 *
3	70,000 *
4	68,500
5	68,000 *
6	67,750 *
7	67,000 *
8	66,500 *
9	63,700 *
10	63,591
11	63,000 *
12	(62,500) *
13	61,700 *
14	59,300

RANK	SALARY
15	59,197 *
16	59,100 *
17	57,200 *
18	56,173 *
19	56,084 *
20	55,231
21	55,224 *
22	55,200
23	55,000
24	55,000 *
25	54,397 *
26	54,380 *
27	54,228
28	53,600 *
29	53,255 *
30	53,000 *
31	52,860 *
32	51,800 *
33	51,175 *
34	51,000 *
35	49,441 *
36	49,304
37	48,900
38	47,976 *
39	47,458 *
40	46,100 *
41	46,000
42	45,864 *
43	45,804
44	45,600
45	45,372 *
46	45,300 *
47	45,100 *
48	45,000
49	44,552
50	44,360
51	44,000
52	44,000 *
53	44,000 *
54	43,950 *
55	43,772 *
56	43,675
57	43,600
58	43,532 *
59	43,500 *
60	43,140 *
61	43,100
62	43,050 *
63	43,000
64	42,750 *
65	42,700 *
66	42,513 *
67	42,500
68	42,378
69	42,100 *
70	42,050 *
71	42,000 *
72	41,575 *
73	41,500 *
74	41,500 *
75	41,300
76	40,908
77	40,272
78	39,999
79	39,648 *

RANK	SALARY
80	39,000
81	38,916
82	38,393 *
83	38,325
84	37,050
85	36,552 *
86	36,500
87	36,010 *
88	36,000
89	35,712 *
90	35,712
91	35,092
92	35,076 *
93	35,000
94	32,448
95	32,215
96	32,000 *
97	31,500
98	31,262
99	30,500
100	29,420 *
101	28,140
102	26,832 *
103	26,000
104	21,600 *

Average *** 49,127

Average All 46,489

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	90,000 *
2	85,900
3	85,000 *
4	79,225 *
5	77,800 *
6	76,783 *
7	76,300 *
8	75,115 *
9	75,000
10	74,200 *
11	72,732 *
12	71,500 *
13	70,600
14	69,660 *
15	69,011 *
16	69,000
17	69,000 *
18	67,236
19	67,200 *
20	66,462 *
21	66,415
22	65,467 *
23	64,826 *
24	64,512
25	61,800 *
26	61,500
27	61,050 *
28	60,960 *
29	60,680 *
30	59,560 *
31	59,232 *
32	58,212 *
33	58,000 *
34	57,866 *
35	57,708 *
36	57,450
37	57,324 *
38	57,000 *
39	56,724 *
40	56,320 *
41	56,150 *
42	56,000 *
43	56,000 *
44	56,000
45	55,900
46	55,450
47	55,321
48	54,689
49	54,639 *
50	54,498 *
51	54,344 *
52	54,168
53	54,000 *
54	53,316
55	53,280 *
56	53,200 *
57	52,951 *
58	52,799 *
59	52,704
60	52,600 *
61	52,440 *

RANK	SALARY
62	52,250 *
63	52,200 *
64	52,100
65	51,600 *
66	51,000
67	50,918
68	50,676
69	50,010
70	50,000
71	50,000 *
72	50,000
73	49,092
74	49,074 *
75	48,573 *
76	48,500
77	48,480 *
78	47,160 *
79	46,800
80	46,559 *
81	46,452 *
82	46,374 *
83	45,632
84	45,500 *
85	45,000
86	44,221
87	(44,000)
88	43,800 *
89	43,000
90	42,900
91	41,600 *
92	41,400
93	41,208
94	41,000
95	40,920
96	40,800
97	40,434 *
98	40,184 *
99	40,000
100	39,800
101	39,018
102	38,750
103	36,156
104	36,000 *
105	35,300 *
106	34,771
107	34,350 *
108	33,700 *
109	32,847
110	32,061 *
111	31,503
112	22,750
Average ***	
Average All	53,904

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	70,920 *
2	60,000 *
3	58,490 *
4	56,875 *
5	53,647 *
6	52,000 *
7	51,000 *
8	50,685 *
9	50,661 *
10	50,125 *
11	(50,000)
12	49,300
13	48,500
14	48,204 *
15	48,100 *
16	48,097 *
17	47,760 *
18	(47,340)
19	46,560 *
20	46,403
21	46,172 *
22	46,144 *
23	45,600 *
24	45,516
25	45,040 *
26	44,017 *
27	44,000 *
28	(44,000)
29	43,755 *
30	43,032
31	42,751
32	41,616 *
33	41,576 *
34	41,098
35	40,900 *
36	40,550 *
37	40,500 *
38	39,840 *
39	39,755
40	39,660 *
41	39,500
42	39,300 *
43	38,675 *
44	38,593 *
45	38,400 *
46	37,800 *
47	37,665
48	37,382
49	37,050 *
50	37,010
51	36,358
52	36,064 *
53	36,000 *
54	35,547
55	35,368 *

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL		RANK	SALARY
RANK	SALARY	RANK	SALARY		
56	34,704 *	1	97,680 *	62	54,600
57	34,350 *	2	96,800 *	63	54,600
58	34,300	3	94,500 *	64	54,500
59	34,000	4	90,500 *	65	54,451
60	33,800 *	5	83,000	66	54,075
61	33,120	6	81,800 *	67	53,783 *
62	32,800 *	7	78,500 *	68	53,761 *
63	32,657	8	75,900	69	53,384
64	32,220	9	74,000 *	70	53,004
65	32,000 *	10	72,400 *	71	5,004 *
66	31,900	11	72,360 *	72	52,10 *
67	31,874 *	12	72,000	73	52,100 *
68	31,700	13	71,808 *	74	52,328
69	31,606	14	71,173 *	75	52,212 *
70	31,591 *	15	(70,000) *	76	51,900
71	30,852 *	16	70,000 *	77	50,700
72	30,852	17	69,840	78	(50,213)
73	30,500 *	18	69,500 *	79	(50,000)
74	30,240	19	69,463 *	80	49,750
75	30,210	20	69,091 *	81	49,296 *
76	30,029	21	66,625 *	82	49,200 *
77	29,916	22	66,500	83	49,020 *
78	29,468 *	23	66,100 *	84	48,960
79	29,364 *	24	66,000	85	48,886 *
80	29,240	25	65,119 *	86	48,750 *
81	28,560	26	64,650 *	87	48,600
82	28,523	27	64,000 *	88	48,363 *
83	28,352	28	63,989 *	89	48,216 *
84	28,059	29	63,450 *	90	48,000
85	27,648 *	30	63,300 *	91	48,000
86	27,298	31	63,274 *	92	48,000
87	27,085	32	63,000 *	93	47,858 *
88	26,500 *	33	63,000 *	94	47,785 *
89	25,903 *	34	62,500 *	95	47,637 *
90	25,850 *	35	62,400	96	47,500 *
91	25,713 *	36	61,100 *	97	47,380 *
92	25,452	37	61,000 *	98	(47,340)
93	25,368 *	38	60,500 *	99	47,000
94	24,684	39	60,009 *	100	46,720 *
95	24,500 *	40	60,000	101	46,650
96	24,492	41	59,150 *	102	46,500 *
97	23,398	42	59,100 *	103	46,116 *
98	23,350	43	59,000 *	104	46,000 *
99	23,000	44	58,800 *	105	45,820
100	22,418	45	58,795	106	45,622
		46	58,716	107	45,500 *
		47	58,700	108	45,121 *
		48	(58,448) *	109	45,040
		49	58,350	110	45,000
Average ***	40,402	50	58,325 *	111	44,821
		51	57,952 *	112	44,540
Average All	37,603	52	57,918 *	113	44,259
		53	57,000	114	44,000
		54	57,000 *	115	44,000
		55	56,880	116	43,100
		56	56,300 *	117	42,384
		57	56,022 *	118	41,790
		58	56,000 *	119	41,388
		59	55,500 *	120	40,700 *
		60	55,000		
		61	54,986 *		

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
121	40,635
122	40,260 *
123	40,200
124	40,078
125	40,016 *
126	38,102
127	36,993
128	36,000 *
129	35,100 *
130	34,657
131	34,029
132	34,000 *
133	32,000 *
134	28,776
135	28,682
136	24,376

Average *** 58,409

Average All 54,713

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	110,100 *
2	99,500
3	96,000 *
4	95,520 *
5	95,500 *
6	91,000 *
7	90,000 *
8	90,000 *
9	89,640 *
10	89,499 *
11	89,256
12	89,000 *
13	89,000 *
14	(88,008) *
15	88,000 *
16	(87,880) *
17	87,000 *
18	87,000 *
19	86,900
20	86,670 *
21	86,400 *
22	86,100 *
23	85,800 *
24	85,500
25	85,357 *
26	85,000 *
27	85,000 *
28	84,123 *
29	83,700 *
30	83,200 *

RANK	SALARY
31	82,921 *
32	82,450
33	82,400 *
34	82,150 *
35	82,029 *
36	82,000 *
37	81,700 *
38	81,600 *
39	81,554 *
40	81,420 *
41	81,200
42	81,096 *
43	81,090
44	81,046 *
45	81,000
46	80,360 *
47	80,000
48	80,000
49	79,400 *
50	79,000
51	78,996 *
52	78,600
53	78,000 *
54	78,000
55	76,500 *
56	(76,380)
57	75,899 *
58	75,765 *
59	75,040 *
60	75,000
61	74,788 *
62	74,650
63	74,634
64	74,000 *
65	73,048 *
66	72,975 *
67	72,760 *
68	72,000
69	71,900 *
70	71,700 *
71	71,478 *
72	71,448
73	71,400 *
74	71,000
75	71,000 *
76	70,000 *
77	69,800 *
78	69,660 *
79	68,693 *
80	68,500
81	68,500
82	68,031
83	68,000
84	67,747
85	67,691
86	67,265
87	67,000
88	67,000
89	67,000
90	66,944
91	66,525
92	65,185
93	65,062 *
94	64,800 *
95	64,716

RANK	SALARY
96	64,699
97	64,422
98	64,258 *
99	64,100
100	64,000
101	64,000 *
102	63,700
103	63,560
104	63,000 *
105	62,130
106	62,000 *
107	61,920 *
108	60,900
109	60,756 *
110	60,600 *
111	60,500
112	60,500 *
113	60,000 *
114	57,120 *
115	57,054
116	56,000
117	51,500
118	45,000
119	44,000

Average *** 78,614

Average All 75,134

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	(87,880) *
2	79,264
3	76,405
4	(76,380)
5	76,300 *
6	75,554
7	75,000 *
8	74,719
9	73,200
10	72,700
11	72,000 *
12	70,000 *
13	69,400 *
14	68,480 *
15	67,000 *
16	66,254
17	66,149 *
18	66,030 *
19	66,000
20	65,000 *
21	65,000 *
22	64,800 *
23	64,417
24	64,260 *
25	64,000 *
26	63,445 *
27	63,000
28	62,550 *
29	61,050 *
30	60,184
31	60,000 *
32	59,400 *
33	59,278 *
34	59,000 *
35	59,000 *
36	58,650 *
37	58,580 *
38	57,055 *
39	57,000 *
40	56,800
41	56,118
42	55,570
43	55,385 *
44	55,300 *
45	55,113 *
46	55,108 *
47	55,020 *
48	55,008
49	55,000
50	55,000
51	54,238
52	53,906 *
53	53,800 *
54	52,300 *
55	51,430
56	51,000
57	51,000
58	50,400
59	50,100 *
60	49,080 *
61	48,989 *

RANK	SALARY
62	48,302
63	47,940 *
64	47,648 *
65	47,293 *
66	46,884 *
67	46,725
68	46,500
69	45,676
70	45,500 *
71	45,036
72	44,650 *
73	44,500 *
74	44,473
75	44,040
76	44,038 *
77	43,284 *
78	42,768 *
79	42,680 *
80	42,412
81	42,000
82	41,000
83	40,786
84	40,000
85	39,011 *
86	35,938

Average *** 57,532

Average All 56,734

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	98,200 *
2	72,600 *
3	73,000 *
4	69,800 *
5	67,250 *
6	65,592 *
7	64,064 *
8	60,413 *
9	57,108 *
10	55,870
11	53,937 *
12	53,581
13	51,631 *
14	51,300 *
15	51,100 *
16	50,850 *
17	50,806
18	50,352
19	49,319
20	48,723 *
21	48,620 *
22	47,915
23	47,520 *
24	46,970 *
25	46,721 *
26	46,184 *
27	46,030 *

RANK	SALARY
28	45,240 *
29	45,209
30	45,084
31	44,500
32	44,436
33	44,000 *
34	43,711 *
35	43,122 *
36	42,500 *
37	40,000 *
38	39,638 *
39	39,626
40	39,600 *
41	38,807
42	38,002 *
43	38,000 *
44	37,862 *
45	36,991 *
46	36,500
47	35,716 *
48	35,529 *
49	35,117
50	34,300 *
51	34,000 *
52	33,290 *
53	33,024 *
54	32,989 *
55	32,900
56	32,484 *
57	32,377 *
58	31,983
59	31,535 *
60	30,186
61	30,157
62	30,000 *
63	27,648 *
64	26,508 *
65	26,076 *
66	25,375
67	24,860
68	21,118
69	19,663 *

Average *** 45,446

Average All 43,697

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	80,265 *	62	53,388	113	40,023
2	(75,480) *	63	53,315	114	40,000 *
3	73,000 *	64	53,266 *	115	40,000 *
4	72,500 *	65	52,500 *	116	39,966 *
5	(69,310) *	66	52,400 *	117	39,672
6	69,177	67	51,800 *	118	39,500 *
7	68,682 *	68	(51,198) *	119	39,312
8	68,385 *	69	50,202 *	120	38,500
9	67,700	70	(50,076)	121	36,876 *
10	67,000	71	50,030 *	122	36,696 *
11	66,500 *	72	50,000	123	900
12	66,378 *	73	(50,000)	124	789
13	(66,300) *	74	50,000 *	125	54,980 *
14	66,000 *	75	50,000 *	126	34,804
15	65,880	76	49,725	127	33,549
16	65,672	77	49,647 *	128	33,533 *
17	(65,291) *	78	49,396 *	129	33,004
18	65,004 *	79	49,350 *	130	32,380 *
19	64,447 *	80	49,258 *	131	31,880
20	64,200	81	49,104	132	30,606 *
21	64,000 *	82	(49,100)	133	30,000
22	63,700 *	83	48,873 *	134	30,000 *
23	63,048	84	48,620	135	28,952 *
24	63,000 *	85	48,348 *	136	27,000
25	62,870 *	86	48,000	137	25,223
26	(62,000) *	87	47,700 *		
27	62,000 *	88	47,547	Average **	53,719
28	61,600 *	89	47,520		
29	61,404 *	90	47,423	Average All	51,611
30	(61,116) *	91	47,229		
31	60,410 *	92	47,138 *		
32	60,375 *	93	47,000		
33	60,372	94	46,680		
34	60,360 *	95	46,464		
35	60,000 *	96	46,300		
36	59,700	97	46,176 *		
37	58,902 *	98	46,085 *		
38	58,782 *	99	(46,005) *		
39	58,411 *	100	46,000		
40	58,404 *	101	45,434		
41	58,382 *	102	45,000		
42	58,145	103	44,050 *		
43	58,000 *	104	43,700 *		
44	(57,996) *	105	43,681		
45	57,750	106	(43,000)		
46	57,744	107	43,000 *		
47	57,300	108	42,039 *		
48	(57,000)	109	41,934 *		
49	56,850 *	110	41,500		
50	56,747 *	111	40,992		
51	56,500 *	112	40,740 *		
52	56,239				
53	56,119 *				
54	56,000 *				
55	(55,946) *				
56	55,776 *				
57	55,650				
58	55,500 *				
59	(55,311)				
60	54,200 *				
61	53,813				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(75,480)*	62	50,000 *	110	42,500 *
2	75,050 *	63	49,820	111	42,360 *
3	73,868 *	64	49,692 *	112	41,516
4	73,011	65	49,440 *	113	41,300 *
5	71,950 *	66	49,305	114	41,000 *
6	71,900 *	67	49,233 *	115	40,104
7	(69,310)*	68	(49,100)	116	40,000
8	67,976	69	49,097 *	117	40,000
9	67,289 *	70	48,960	118	40,000
10	(65,291)*	71	48,654	119	39,626 *
11	64,020 *	72	48,387	120	39,200 *
12	63,668 *	73	48,300 *	121	38,855
13	63,000 *	74	48,274 *	122	38,787 *
14	62,485	75	48,049	123	38,640 *
15	62,100 *	76	48,023 *	124	38,488 *
16	(62,000)*	77	48,000	125	37,350 *
17	61,835 *	78	48,000	126	37,140 *
18	(61,116)*	79	48,000 *	127	36,400
19	60,350 *	80	47,500 *	128	36,024 *
20	60,156 *	81	47,332	129	35,421
21	60,000 *	82	47,000 *	130	34,860
22	60,000 *	83	47,000	131	34,000
23	59,700 *	84	47,000	132	33,857
24	59,371 *	85	46,700	133	33,435
25	59,042	86	46,605	134	32,645
26	58,832 *	87	46,524	135	32,451
27	58,810 *	88	46,523 *	136	32,350 *
28	58,700	89	46,296	137	30,096 *
29	58,011 *	90	46,206		
30	(57,996)*	91	(46,005)*	Average ***	52,384
31	57,900	92	45,975		
32	57,800	93	45,906	Average All	50,272
33	57,800 *	94	45,700 *		
34	57,709 *	95	45,672 *		
35	57,492	96	45,573 *		
36	(57,000)	97	45,471		
37	56,966 *	98	45,275 *		
38	56,492 *	99	45,218 *		
39	56,321 *	100	45,200 *		
40	(55,946)*	101	44,860		
41	55,776 *	102	44,700 *		
42	55,231 *	103	44,348 *		
43	54,001 *	104	44,264		
44	53,750	105	44,220		
45	53,517	106	44,100 *		
46	53,400	107	43,956		
47	53,230	108	43,100		
48	53,116 *	109	42,923		
49	52,646 *				
50	52,308 *				
51	52,150 *				
52	52,080 *				
53	52,000 *				
54	52,000 *				
55	51,327 *				
56	(51,198)*				
57	50,938 *				
58	50,649 *				
59	50,274				
60	(50,076)				
61	50,000 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	74,765
2	71,775 *
3	67,792 *
4	67,443
5	(66,300) *
6	65,720 *
7	64,500 *
8	63,389 *
9	62,130
10	61,900 *
11	60,800
12	60,500 *
13	60,163 *
14	59,800 *
15	59,000 *
16	58,586 *
17	58,439 *
18	58,011 *
19	57,477 *
20	57,108 *
21	57,100 *
22	56,750 *
23	56,410
24	56,022
25	56,000 *
26	55,776 *
27	54,498 *
28	54,063 *
29	54,000 *
30	54,000
31	53,900 "
32	53,616
33	53,400 *
34	52,200 *
35	52,000 *
36	51,972 *
37	51,786
38	51,612 *
39	51,500 *
40	51,404
41	51,373 *
42	51,000 *
43	50,400
44	50,004 *
45	50,000
46	50,000
47	50,000 *
48	50,000 *
49	49,759
50	49,305
51	49,290 *
52	48,946 *
53	48,760 *
54	48,700 *
55	48,468
56	48,440 *
57	48,400
58	48,300 *
59	48,150 *
60	48,000 *

RANK	SALARY
61	48,000 *
62	47,837
63	47,532
64	47,500
65	47,425
66	47,400
67	47,244
68	47,182 *
69	46,884 *
70	46,378 *
71	46,000
72	45,218
73	45,010 *
74	44,552
75	44,254 *
76	44,070
77	44,004
78	44,000 *
79	44,000 *
80	44,000 *
81	43,586
82	43,404 *
83	43,347 *
84	43,202 *
85	43,200 *
86	43,196 *
87	(43,000)
88	43,000 *
89	42,950 *
90	42,264 *
91	42,200
92	42,053 *
93	42,048
94	42,000
95	42,000
96	41,935
97	41,700 *
98	41,308 *
99	41,000 *
100	40,823
101	40,680 *
102	40,580 *
103	40,200
104	40,048
105	40,000 *
106	39,696
107	39,600 *
108	39,600
109	39,259
110	39,200 *
111	39,117
112	39,072 *
113	38,850 *
114	38,830

RANK	SALARY
115	38,589 *
116	38,500 *
117	38,441
118	38,030 *
119	37,750 *
120	37,730
121	37,200 *
122	37,037
123	37,000 *
124	36,598
125	36,500
126	36,470 *
127	36,175
128	36,150
129	35,902 *
130	35,748
131	35,712
132	35,681
133	35,156
134	34,382
135	34,190
136	32,798
137	32,209
138	31,500
139	30,653
140	30,000 *
141	29,813 *
142	27,740
143	26,917
144	26,800

Average "A" 48,645

Average A11 46,386

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	85,500 *	62	46,344 *	110	34,563 *
2	78,938 *	63	46,308 *	111	34,500 *
3	76,600 *	64	46,535 *	112	34,138 *
4	73,360 *	65	46,523 *	113	33,848 *
5	73,000 *	66	46,400 *	114	33,380 *
6	72,000 *	67	45,860 *	115	32,832 *
7	71,400 *	68	45,000 *	116	32,640 *
8	70,193 *	69	45,000 *	117	32,206 *
9	67,575 *	70	44,910 *	118	32,190 *
10	66,500 *	71	44,362 *	119	32,136 *
11	65,050 *	72	44,300 *	120	31,974 *
12	64,363 *	73	44,200 *	121	31,463 *
13	62,171 *	74	43,744 *	122	30,797 *
14	61,000 *	75	43,734 *	123	30,749 *
15	60,850 *	76	43,500 *	124	30,600 *
16	59,882 *	77	42,900 *	125	30,295 *
17	59,750 *	78	42,900 *	126	30,106 *
18	58,795 *	79	42,483 *	127	30,000 *
19	58,320 *	80	42,280 *	128	30,000 *
20	58,289 *	81	42,261 *	129	29,016 *
21	58,188 *	82	42,000 *	130	29,000 *
22	58,000 *	83	41,536 *	131	28,453 *
23	57,900 *	84	41,112 *	132	26,000 *
24	57,800 *	85	41,055 *	133	18,238 *
25	57,500 *	86	40,992 *		
26	57,475 *	87	40,776 *	Average ***	50,153
27	57,258 *	88	40,280 *		
28	57,216 *	89	39,795 *	Average All	46,648
29	57,204 *	90	39,755 *		
30	57,000 *	91	39,347 *		
31	56,700 *	92	39,316 *		
32	56,100 *	93	38,955 *		
33	54,500 *	94	38,626 *		
34	54,121 *	95	38,016 *		
35	53,711 *	96	37,626 *		
36	52,536 *	97	37,450 *		
37	52,500 *	98	37,136 *		
38	52,341 *	99	37,000 *		
39	52,162 *	100	37,000 *		
40	52,100 *	101	36,826 *		
41	52,100 *	102	36,762 *		
42	51,734 *	103	36,744 *		
43	51,576 *	104	36,429 *		
44	51,500 *	105	35,959 *		
45	51,329 *	106	35,750 *		
46	51,240 *	107	35,467 *		
47	51,194 *	108	35,000 *		
48	51,140 *	109	35,000 *		
49	50,897 *				
50	50,120 *				
51	50,000 *				
52	49,400 *				
53	48,900 *				
54	48,826 *				
55	(48,500) *				
56	48,500 *				
57	48,456 *				
58	48,440 *				
59	48,301 *				
60	47,700 *				
61	46,960 *				

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	113,490 *
2	112,522 *
3	101,000 *
4	100,672 *
5	99,674 *
6	98,479 *
7	97,737 *
8	94,500 *
9	93,355 *
10	91,592 *
11	91,453 *
12	90,577 *
13	89,231 *
14	89,031 *
15	88,740 *
16	87,967 *
17	87,900 *
18	86,600 *
19	86,200 *
20	85,908 *
21	85,170 *
22	85,000 *
23	84,775 *
24	84,756 *
25	84,000 *
26	83,995 *
27	83,520 *
28	83,408 *
29	82,594 *
30	80,079 *
31	80,000 *
32	79,040 *
33	77,760 *
34	76,925 *
35	76,000 *
36	75,834 *
37	75,500 *
38	74,754 *
39	74,686 *
40	74,160 *
41	74,004 *
42	73,800 *
43	73,253 *
44	73,116 *
45	72,800 *
46	72,705 *
47	72,480 *
48	71,874 *
49	71,750 *
50	71,675 *
51	71,456 *
52	71,256 *
53	70,836 *
54	70,700 *
55	70,350 *
56	70,000 *
57	69,200 *
58	69,185 *
59	68,600 *
60	67,789 *
61	67,000 *

RANK	SALARY
62	66,434 *
63	65,959 *
64	65,647 *
65	65,556 *
66	65,254 *
67	65,100 *
68	64,418 *
69	64,061 *
70	63,934 *
71	63,605 *
72	63,070 *
73	63,017 *
74	62,700 *
75	62,500 *
76	62,281 *
77	62,240 *
78	62,200 *
79	61,578 *
80	60,660 *
81	60,300 *
82	60,245 *
83	59,700 *
84	59,400 *
85	59,099 *
86	58,916 *
87	57,852 *
88	56,700 *
89	56,695 *
90	56,200 *
91	56,056 *
92	55,788 *
93	55,697 *
94	55,300 *
95	54,810 *
96	53,772 *
97	52,773 *
98	52,350 *
99	50,677 *
100	48,970 *
101	48,540 *
102	48,346 *
103	48,000 *
104	47,970 *
105	45,000 *

RANK	SALARY
106	44,500 *
107	41,657 *
108	40,000 *
109	39,590 *
110	37,068 *
111	36,950 *
112	35,332 *
113	33,288 *
114	32,839 *
115	32,566 *
116	30,960 *
117	30,524 *
118	29,014 *
119	28,496 *
120	27,036 *
Average ***	72,653
Average All	67,263

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TABLE I (Continued)

OPERATIONS OFFICERS.
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	(125,000)*
2	122,600 *
3	(122,000)*
4	119,000 *
5	(115,000)
6	98,428 *
7	96,900 *
8	95,200 *
9	93,450 *
10	92,329 *
11	88,500
12	87,500
13	85,859 *
14	85,642 *
15	85,458 *
16	(80,000)*
17	78,488
18	69,000 *
19	51,398

Average *** 97,919

Average All 94,303

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	(113,800)*
2	105,000 *
3	102,000 *
4	100,000
5	100,000
6	97,000 *
7	96,867 *
8	95,600 *
9	93,312
10	92,300 *
11	90,000 *
12	90,000 *
13	(89,950)*
14	89,297 *
15	89,100 *
16	89,000 *
17	87,000 *
18	84,900 *
19	84,800 *
20	84,555 *
21	84,243
22	84,000 *
23	83,370 *
24	83,359 *
25	83,000
26	81,800
27	81,648 *
28	81,000
29	(80,000)*

RANK

SALARY

30	79,420
31	78,750 *
32	78,000 *
33	76,380
34	75,993 *
35	75,355
36	74,900
37	74,381 *
38	(72,685)*
39	71,449 *
40	(70,800)
41	70,500
42	70,000
43	69,913
44	(69,680)*
45	69,213
46	68,383 *
47	67,205
48	67,000
49	64,500
50	61,422
51	60,600 *
52	60,000 *
53	54,000 *

Average *** 83,560

Average All 81,085

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	(101,760)*
2	96,840 *
3	96,000 *
4	95,000 *
5	92,000 *
6	91,000 *
7	88,837 *
8	(82,000)*
9	81,657
10	81,000 *
11	78,000 *
12	77,173
13	75,000 *
14	75,000
15	73,164 *
16	(72,685)*
17	71,448
18	69,224
19	66,912
20	66,581 *
21	60,585 *
22	58,695
23	55,400 *
24	(55,155)*

Average *** 80,059

Average All 77,547

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	112,000 *
2	92,700 *
3	91,452 *
4	84,499 *
5	84,450 *
6	82,122 *
7	81,000 *
8	80,708 *
9	80,200 *
10	79,040 *
11	(75,000)
12	74,544
13	74,500 *
14	73,638 *
15	72,533 *
16	72,000 *
17	71,600 *
18	71,500 *
19	71,110 *
20	69,240
21	69,230 *
22	68,000 *
23	67,500
24	65,790 *
25	65,600 *
26	65,000
27	64,588
28	63,893 *
29	63,850
30	63,525
31	63,500
32	63,017 *
33	62,700
34	62,700 *
35	60,759 *
36	60,750 *
37	60,000
38	59,030
39	59,000 *
40	58,300 *
41	58,255 *
42	58,155
43	58,000 *
44	57,857
45	57,200 *
46	53,859 *
47	53,560
48	53,500
49	53,004 *
50	52,200 *
51	51,812
52	(51,744)
53	51,744 *
54	50,077
55	49,500

(Continued)

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TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
56	48,820 *
57	48,748 *
58	48,728 *
59	47,700 *
60	35,000 *

Average *** 67,606

Average All 65,001

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	95,000 *
2	(85,284) *
3	84,000 *
4	81,000 *
5	78,980 *
6	78,800 *
7	77,880 *
8	77,850 *
9	77,175 *
10	76,685 *
11	76,600 *
12	76,500 *
13	76,000 *
14	73,440 *
15	73,200 *
16	72,500 *
17	72,200 *
18	72,100 *
19	72,000 *
20	71,400 *
21	70,854 *
22	70,000 *
23	69,238 *
24	69,225 *
25	68,650 *
26	68,500 *
27	68,500 *
28	(67,788) *
29	67,000 *
30	66,560 *
31	66,400 *
32	66,000 *
33	66,000 *
34	65,100 *
35	65,000 *
36	64,896 *
37	64,788 *
38	64,625 *
39	64,500 *
40	64,000 *
41	62,500 *
42	61,810 *

RANK

SALARY

43	60,085 *
44	59,950 *
45	59,500 *
46	59,000 *
47	58,486 *
48	58,043 *
49	58,000 *
50	58,000 *
51	58,000 *
52	58,000 *
53	57,720 *
54	57,651 *
55	57,400 *
56	56,928 *
57	56,160 *
58	55,043 *
59	54,912 *
60	54,075 *
61	53,550 *
62	53,500 *
63	52,000 *
64	51,844 *
65	51,800 *
66	51,459 *
67	51,156 *
68	50,900 *
69	50,850 *
70	50,170 *
71	50,130 *
72	50,000 *
73	48,700 *
74	48,474 *
75	47,000 *
76	46,677 *
77	46,608 *
78	46,000 *
79	44,025 *
80	43,404 *
81	43,368 *
82	43,000 *
83	42,000 *
84	42,000 *
85	41,160 *
86	40,280 *
87	39,500 *
88	39,323 *
89	39,042 *
90	36,700 *
91	36,250 *
92	36,000 *
93	35,400 *
94	35,304 *
95	35,000 *
96	33,200 *
97	31,456 *
98	23,500 *

Average *** 59,625

Average All 58,247

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	94,300 *
2	83,400 *
3	83,070 *
4	83,000 *
5	82,000 *
6	78,898 *
7	77,600 *
8	76,300 *
9	75,000 *
10	70,500 *
11	68,000 *
12	63,540 *
13	60,000 *

Average *** 76,501

Average All 76,585

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	84,705 *
2	81,000 *
3	74,765 *
4	72,912 *
5	71,700 *
6	70,000 *
7	70,000 *
8	66,300 *
9	66,068 *
10	65,300 *
11	65,112 *
12	64,862 *
13	64,151 *
14	64,000 *
15	62,500 *
16	62,500 *
17	62,000 *
18	61,425 *
19	61,100 *
20	60,648 *
21	60,000 *
22	60,000 *
23	60,000 *
24	58,600 *
25	58,500 *
26	58,440 *
27	58,000 *
28	57,500 *
29	57,300 *
30	56,322 *
31	55,680 *

(Continued)

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TABLE I (Continued)

(Continued)		RANK	SALARY	RANK	SALARY
OPERATIONS OFFICERS:		7	77,600 *	72	56,450
DIRECTOR OF		8	76,799 *	73	56,000 *
FACILITIES PLANNING		9	76,560 *	74	56,000
		10	75,000 *	75	55,889
RANK	SALARY	11	74,488 *	76	55,800 *
32	55,600 *	12	73,451 *	77	55,454
33	55,439	13	71,200 *	78	55,439
34	55,400 *	14	71,037 *	79	55,400
35	55,344 *	15	70,959 *	80	55,000
36	55,000	16	70,647 *	81	54,810
37	55,000 *	17	70,480 *	82	54,750 *
38	54,876	18	70,000 *	83	54,504
39	53,022 *	19	69,900 *	84	54,384
40	53,000 *	20	69,132 *	85	54,320 *
41	52,688	21	69,000 *	86	54,080 *
42	52,200 *	22	69,000 *	87	53,900 *
43	52,188 *	23	69,000 *	88	52,420
44	51,635 *	24	68,700 *	89	52,138 *
45	51,577	25	68,700 *	90	52,008
46	51,222	26	68,569 *	91	52,003
47	50,650 *	27	68,000 *	92	52,000 *
48	50,500	28	67,450 *	93	52,000
49	50,100	29	66,950 *	94	51,972 *
50	50,000 *	30	66,300 *	95	51,246
51	49,749 *	31	65,700	96	50,712 *
52	49,000 *	32	65,150	97	50,630 *
53	48,510 *	33	64,100 *	98	50,625 *
54	48,456 *	34	64,000 *	99	50,328 *
55	47,167 *	35	64,000 *	100	50,133 *
56	46,140 *	36	63,744 *	101	49,987 *
57	45,866 *	37	63,462 *	102	49,953 *
58	43,661 *	38	63,005 *	103	49,700
59	43,200	39	63,000	104	49,100
60	43,000	40	62,701 *	105	48,900 *
61	42,783 *	41	61,800 *	106	48,500
62	42,558 *	42	61,614 *	107	48,312
63	41,000	43	61,280 *	108	48,000 *
64	39,500 *	44	61,215	109	47,690
65	39,455	45	61,000 *	110	47,500 *
66	39,451	46	61,000 *	111	47,068 *
67	39,000 *	47	60,996	112	46,865
68	38,578	48	60,800 *	113	46,752 *
69	38,004 *	49	60,500 *	114	46,750
70	36,250	50	60,331 *	115	46,247
71	35,059 *	51	60,156	116	45,825
72	32,600 *	52	60,100	117	43,620 *
		53	59,940 *	118	43,200 *
		54	59,893 *	119	42,309 *
Average ***	54,754	55	59,808	120	42,220
Average All	54,527	56	59,705	121	42,210
		57	59,400	122	40,228
		58	59,400	123	39,420
		59	59,250 *	124	39,300 *
		60	58,795	125	38,767
OPERATIONS OFFICERS:		61	58,500	126	38,667
DIRECTOR OF		62	58,308 *	127	37,627
PHYSICAL PLANT		63	58,000	128	36,900
RANK	SALARY	64	57,154	129	34,500
1	90,300 *	65	57,150		
2	84,000 *	66	57,000 *	Average ***	61,465
3	78,917	67	57,000		
4	78,400	68	57,000 *	Average All	58,131
5	78,000 *	69	56,700 *		
6	78,000 *	70	56,696 *		
		71	56,498		

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TABLE I (Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	79,052 *	62	46,104	104	34,786
2	76,650 *	63	45,775	105	34,276
3	71,072	64	45,208	106	34,125
4	69,300 *	65	45,120 *	107	33,904
5	66,200 *	66	44,975 *	108	33,476 *
6	66,191	67	44,327	109	32,550
7	65,300	68	44,293 *	110	32,251 *
8	63,991	69	44,233 *	111	32,200
9	63,500 *	70	44,050 *	112	31,520
10	63,400 *	71	43,972 *	113	30,426 *
11	62,250 *	72	43,954	114	30,006
12	61,763 *	73	43,920	115	28,949
13	60,000	74	43,870 *	116	28,855 *
14	59,724	75	43,800 *	117	28,536
15	59,500 *	76	43,695 *	118	27,720
16	58,830 *	77	43,680	119	27,584 *
17	58,830 *	78	43,500 *	120	27,264 *
18	58,600 *	79	42,918	121	26,500
19	58,500 *	80	41,950 *	122	25,000 *
20	57,716 *	81	41,748 *	123	19,817
21	57,330 *	82	41,316		
22	57,000	83	40,874	Ave. age ***	48,293
23	57,000 *	84	40,300 *		
24	55,430 *	85	40,000 *	Average All	46,171
25	55,390 *	86	40,000 *		
26	55,000 *	87	40,000		
27	54,334 *	88	39,924 *		
28	54,000	89	39,818		
29	53,500 *	90	39,600 *		
30	53,050 *	91	38,700		
31	53,000 *	92	38,636 *		
32	52,600 *	93	38,148 *		
33	52,500 *	94	37,500		
34	52,000	95	36,852		
35	51,893 *	96	36,773		
36	51,096 *	97	36,201		
37	50,500	98	35,907 *		
38	50,300 *	99	35,803 *		
39	50,045 *	100	35,734		
40	50,041 *	101	35,712 *		
41	50,004 *	102	35,313 *		
42	49,650 *	103	35,000		
43	49,440 *				
44	49,337 *				
45	49,319 *				
46	49,299				
47	49,000				
48	48,911 *				
49	48,884				
50	48,700 *				
51	48,000				
52	47,976 *				
53	47,976 *				
54	47,900				
55	47,656				
56	47,600 *				
57	47,400				
58	47,141 *				
59	47,059 *				
60	46,300 *				
61	46,194				

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	105,900
2	(103,600)*
3	100,110 *
4	92,800 *
5	92,649
6	92,200 *
7	90,500 *
8	(88,008)*
9	87,600 *
10	86,200
11	85,000 *
12	(85,000)*
13	85,000 *
14	85,000 *
15	84,500 *
16	82,818 *
17	82,356 *
18	82,000
19	82,000
20	82,000
21	81,710 *
22	80,973
23	80,796
24	80,000
25	79,500
26	79,400 *
27	79,364
28	(79,100)
29	77,844 *
30	77,000 *
31	76,200 *
32	75,355
33	75,000
34	73,980 *
35	73,630
36	72,500
37	72,451 *
38	70,000
39	70,000 *
40	69,444 *
41	69,300
42	68,000
43	66,300
44	66,091
45	(65,000)*
46	63,700
47	60,000
48	(60,000)
49	59,460
50	57,346
51	42,350

Average *** 82,813

Average All 77,981

PUBLIC RELATIONS OFFICERS
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	(98,209)*
2	91,100 *
3	88,541 *
4	87,128 *
5	(86,200)*
6	85,300 *
7	(85,284)*
8	84,825 *
9	(84,357)*
10	82,000
11	81,113 *
12	80,560 *
13	78,021 *
14	77,600 *
15	(76,500)
16	71,250
17	71,000 *
18	69,850 *
19	68,000
20	68,000
21	67,400 *
22	67,000 *
23	67,000 *
24	66,300 *
25	(60,000)
26	58,600 *
27	57,224 *
28	55,000 *
29	52,785 *
30	48,552 *
31	47,256 *
32	45,860

Average *** 73,448

Average All 72,119

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	83,500
2	74,765
3	72,610 *
4	72,468 *
5	71,940 *
6	71,300 *
7	70,000 *
8	68,544
9	66,135 *
10	66,000 *
11	65,000 *
12	62,400 *
13	62,381 *
14	62,000 *
15	60,191 *
16	60,177

RANK	SALARY
17	60,000 *
18	59,382
19	59,309 *
20	59,000
21	58,622
22	58,200 *
23	57,400 *
24	57,000 *
25	56,700 *
26	56,100 *
27	56,044
28	55,800
29	55,385 *
30	55,330 *
31	55,324 *
32	55,080 *
33	55,000 *
34	55,000 *
35	54,822 *
36	54,750
37	54,705
38	54,659 *
39	54,500 *
40	54,000 *
41	53,500
42	52,423 *
43	52,300
44	52,138 *
45	52,068 *
46	52,046 *
47	52,000 *
48	51,912 *
49	51,896 *
50	51,420 *
51	51,200
52	(51,064)*
53	51,000 *
54	50,870 *
55	50,780 *
56	50,000 *
57	49,831 *
58	49,608
59	49,220 *
60	48,749 *
61	48,566
62	48,000
63	48,000
64	48,000 *
65	47,502
66	47,323
67	47,300 *
68	46,800 *
69	46,608

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TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
70	46,458
71	46,374 *
72	45,995 *
73	45,860 *
74	45,768
75	45,522
76	45,400 *
77	45,218 *
78	45,025
79	44,302 *
80	44,285
81	44,200 *
82	44,000
83	43,873
84	43,757 *
85	43,680
86	43,500
87	43,439
88	43,215
89	42,600
90	42,280
91	41,519
92	41,450 *
93	41,150 *
94	40,599
95	39,714 *
96	39,500 *
97	39,000 *
98	38,000
99	37,000
100	36,414 *
101	35,749
102	35,714
103	35,448
104	34,957
105	34,356
106	34,166
107	34,008 *
108	33,578
109	33,001
110	32,958 *
111	32,800
112	(32,579) *
113	30,250 *

Average *** 52,180

Average All 50,109

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK	SALARY
1	100,749 *
2	(86,200) *
3	(84,357) *
4	81,000 *
5	78,000 *
6	72,146
7	71,000 *
8	65,000 *
9	(65,000) *
Average *** 78,913	
Average All 78,161	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	89,160 *
2	82,680 *
3	(75,000)
4	71,292 *
5	69,500
6	69,000 *
7	(67,788)
8	67,600 *
9	67,000
10	66,670
11	66,415
12	66,150 *
13	66,000
14	65,000 *
15	63,000
16	61,740 *
17	60,200
18	60,000 *
19	59,844
20	57,400 *
21	57,328 *
22	56,332
23	56,231 *
24	55,000 *

RANK	SALARY
25	54,375 *
26	53,729
27	52,800 *
28	52,000 *
29	50,500
30	49,980 *
31	48,904 *
32	48,000
33	48,000 *
34	47,579 *
35	47,230
36	46,368 *
37	45,465 *
38	(41,200)
39	39,238 *
40	38,000
41	37,000
42	36,640 *
43	34,270 *

Average *** 56,568

Average All 56,921

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	130,000 *
2	110,000 *
3	(103,600) *
4	103,000 *
5	(98,209) *
6	96,360 *
7	95,000 *
8	94,950 *
9	93,600 *
10	90,200 *
11	85,500 *
12	(83,000) *
13	85,000 *
14	83,500 *
15	82,500 *
16	82,425 *
17	82,000 *
18	80,172 *
19	(79,100) *
20	78,600 *
21	78,200 *
22	78,000 *
23	78,000 *
24	77,121 *
25	76,572 *
26	(76,500) *
27	76,200 *
28	(74,666) *
29	73,563 *
30	73,400 *
31	72,800 *
32	(72,340) *
33	70,941 *
34	67,500 *
35	67,314 *
36	67,080 *
37	66,030 *
38	62,700 *
39	60,000 *
40	59,000 *
41	55,480 *

Average *** 84,790

Average All 81,027

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	92,000 *
2	90,219 *
3	90,000 *
4	88,600 *
5	83,750 *
6	79,560 *
7	(78,500) *
8	78,266 *

RANK	SALARY
9	75,000 *
10	73,055 *
11	72,000 *
12	71,226 *
13	70,392 *
14	69,047 *
15	69,010 *
16	68,900 *
17	68,500 *
18	68,300 *
19	67,000 *
20	66,951 *
21	65,500 *
22	65,004 *
23	65,000 *
24	63,863 *
25	63,000 *
26	62,600 *
27	62,392 *
28	61,500 *
29	60,000 *
30	59,996 *
31	59,690 *
32	58,795 *
33	58,415 *
34	57,200 *
35	56,938 *
36	56,245 *
37	56,176 *
38	55,840 *
39	55,600 *
40	55,099 *
41	55,000 *
42	54,800 *
43	54,434 *
44	54,000 *
45	53,904 *
46	53,684 *
47	52,804 *
48	52,200 *
49	51,065 *
50	(51,064) *
51	50,000 *
52	50,000 *
53	(49,807) *
54	49,713 *
55	49,470 *
56	49,266 *
57	48,960 *
58	48,600 *
59	47,707 *
60	(47,700) *
61	47,637 *
62	45,600 *
63	45,000 *
64	44,545 *
65	44,000 *
66	43,864 *
67	43,703 *
68	42,817 *
69	42,793 *
70	42,000 *
71	41,811 *
72	41,600 *
73	40,520 *

RANK	SALARY
74	38,800 *
75	38,500 *
76	38,110 *
77	35,000 *
78	33,950 *
79	33,280 *

Average *** 62,364

Average All 57,302

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	101,552 *
2	94,000 *
3	93,600 *
4	(78,500) *
5	70,000 *
6	67,616 *
7	66,814 *
8	65,620 *
9	64,000 *
10	62,970 *
11	62,500 *
12	61,800 *
13	60,560 *
14	60,087 *
15	60,000 *
16	59,850 *
17	58,609 *
18	58,265 *
19	58,000 *
20	55,565 *
21	55,500 *
22	55,000 *
23	54,500 *
24	54,450 *
25	54,267 *
26	54,020 *
27	54,018 *
28	54,000 *
29	53,432 *
30	53,313 *
31	53,000 *
32	53,000 *
33	52,994 *
34	52,193 *
35	50,700 *
36	50,180 *
37	50,064 *
38	50,000 *
39	50,000 *
40	(49,807) *
41	49,800 *

(Continued)

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TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
42	48,500
43	(47,700)
44	47,610 *
45	47,000
46	46,647 *
47	46,550
48	46,000 *
49	45,528
50	45,000 *
51	44,868 *
52	44,300 *
53	44,000
54	43,825
55	43,359 *
56	43,188 *
57	42,727 *
58	42,552
59	42,377 *
60	42,264 *
61	41,553 *
62	(41,200)
63	40,071
64	39,500
65	38,300 *
66	39,150 *
67	38,782
68	38,750
69	38,688
70	38,036
71	38,000 *
72	37,737
73	37,500
74	37,500 *
75	36,783 *
76	36,120 *
77	36,000
78	36,000 *
79	35,754
80	35,368 *
81	35,356
82	35,200 *
83	35,184 *
84	35,000
85	35,000
86	34,632
87	34,400
88	34,008
89	34,000 *
90	33,570 *
91	33,141
92	32,952
93	32,796
94	32,588
95	32,520
96	32,520
97	31,657 *
98	31,488
99	31,000

RANK	SALARY
100	30,996
101	30,024
102	30,000
103	29,400
104	29,186
105	28,652
106	27,965
107	26,880
108	25,956

Average *** 51,873

Average All 46,074

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	(104,300) *
2	98,200 *
3	95,000 *
4	95,000 *
5	92,040 *
6	88,700 *
7	84,673 *
8	83,805 *
9	83,000 *
10	82,464 *
11	82,000 *
12	81,147 *
13	78,000 *
14	77,604 *
15	75,013 *
16	73,600 *
17	72,724 *
18	70,764 *
19	70,000 *
20	69,351 *

RANK	SALARY
21	68,255 *
22	68,000 *
23	67,500 *
24	66,871 *
25	62,306 *
26	59,152 *
27	55,000
28	53,776 *
29	51,965
30	44,000
31	43,536
32	41,725 *
33	38,472
34	34,340 *
35	30,000

Average *** 75,149

Average All 69,780

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TABLE I (Continued)

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH		RANK	SALARY	RANK	SALARY
		9	93,100 *	23	63,806 *
		10	92,885 *	24	63,140 *
		11	89,300 *	25	62,640 *
RANK	SALARY	12	88,700 *	26	62,500 *
1	(125,000) *	13	88,313 *	27	62,500 *
2	116,000 *	14	87,128 *	28	61,709 *
3	111,120 *	15	85,000 *	29	61,008 *
4	106,000 *	16	83,640 *	30	61,000 *
5	105,500 *	17	83,475 *	31	60,600 *
6	104,486 *	18	82,998 *	32	59,850 *
7	97,000 *	19	82,658 *	33	59,632 *
8	94,300 *	20	82,500 *	34	59,586 *
9	94,000 *	21	82,000 *	35	59,257 *
10	93,005 *	22	82,000 *	36	59,232 *
11	91,500 *	23	(81,480) *	37	58,542 *
12	88,900 *	24	80,600 *	38	58,459 *
13	88,300 *	25	80,000 *	39	57,997 *
14	87,153 *	26	78,592 *	40	57,650 *
15	86,000 *	27	(78,245) *	41	57,550 *
16	85,500 *	28	77,800 *	42	57,504 *
17	85,187 *	29	75,242 *	43	57,470 *
18	84,200 *	30	74,460 *	44	56,800 *
19	84,072 *	31	73,600 *	45	56,711 *
20	83,357 *	32	73,000 *	46	55,764 *
21	82,200 *	33	72,785 *	47	55,650 *
22	81,000 *	34	70,400 *	48	55,500 *
23	80,280 *	35	69,087 *	49	55,250 *
24	80,000 *	36	67,266 *	50	55,200 *
25	(77,875) *	37	63,860 *	51	55,080 *
26	76,464 *	38	62,800 *	52	55,000 *
27	75,015 *	39	52,248 *	53	54,873 *
28	74,709 *			54	54,552 *
29	74,500 *	Average ***	85,820	55	54,264 *
30	74,200 *			56	53,250 *
31	73,980 *	Average All	83,543	57	53,200 *
32	72,500 *			58	53,200 *
33	71,600 *			59	53,118 *
34	71,412 *			60	52,500 *
35	71,403 *			61	52,300 *
36	68,300 *	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)		62	51,134 *
37	63,000 *	RANK	SALARY	63	50,950 *
38	62,000 *	1	92,724 *	64	50,557 *
39	61,500 *	2	87,300 *	65	50,000 *
40	60,700 *	3	84,379 *	66	50,000 *
41	55,812 *	4	84,300 *	67	49,900 *
Average ***	36,528	5	83,844 *	68	49,028 *
Average All	83,391	6	79,647 *	69	49,000 *
		7	78,700 *	70	48,781 *
		8	75,202 *	71	48,700 *
		9	75,000 *	72	47,976 *
		10	74,880 *	73	47,904 *
		11	74,779 *	74	47,400 *
		12	(72,708) *	75	46,764 *
		13	(70,882) *	76	46,209 *
		14	69,086 *	77	45,558 *
		15	66,720 *	78	44,640 *
		16	66,117 *	79	44,242 *
		17	66,000 *	80	44,190 *
		18	66,000 *	81	42,470 *
		19	65,268 *	82	42,257 *
		20	65,150 *		
		21	65,000 *		
		22	64,380 *		
					</

(Continued)

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TABLE I (Continued)

(Continued)

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
83	41,800 *
84	41,500
85	41,388 *
86	41,223
87	40,830
88	40,738
89	40,470 *
90	40,195 *
91	40,116 *
92	39,300
93	38,980
94	38,050 *
95	37,574 *
96	37,395 *
97	36,800
98	36,225
99	35,508 *
100	34,500 *
101	30,469 *

Average *** 57,810

Average All 55,472

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	84,000 *
2	82,688
3	80,500 *
4	74,662 *
5	72,000
6	67,900
7	66,500 *
8	(66,000) *
9	65,500 *
10	65,000 *
11	64,000 *
12	63,996
13	62,959
14	62,850 *
15	62,600 *
16	60,883 *
17	60,800 *
18	60,576 *
19	60,000 *
20	59,596
21	59,545 *
22	59,436
23	59,400
24	59,300
25	58,800 *
26	58,500
27	58,293

RANK	SALARY
28	58,275 *
29	57,650 *
30	57,540 *
31	56,804 *
32	56,800
33	56,710 *
34	56,490 *
35	55,533
36	55,500 *
37	(55,155) *
38	55,124 *
39	55,000 *
40	54,768
41	54,250 *
42	53,916 *
43	53,856 *
44	53,737 *
45	53,500 *
46	53,461
47	53,200 *
48	53,162 *
49	52,210 *
50	52,000 *
51	52,000
52	51,900 *
53	51,874 *
54	51,500 *
55	51,200
56	51,000 "
57	50,624 "
58	50,605 *
59	50,000
60	49,987 *
61	49,800 *
62	49,700 *
63	49,686 *
64	49,502 *
65	49,500 *
66	49,000 *
67	48,800
68	48,500
69	48,500 *
70	48,000
71	48,000 *
72	47,500 *
73	47,250 *
74	46,600
75	46,000
76	45,000

RANK	SALARY
77	44,928
78	44,500
79	44,467
80	44,201 *
81	43,800 *
82	43,790
83	43,484
84	42,900
85	42,600 *
86	41,592 *
87	41,550 *
88	41,300 *
89	41,172
90	40,867
91	40,700
92	40,400
93	40,159
94	39,832
95	39,502
96	(38,755)
97	37,165
98	37,050
99	36,400 *
100	35,951 *
101	35,360
102	33,815 *
103	31,678
104	30,000 *

Average *** 53,765

Average All 52,124

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TABLE I (Continued)

DEANS:
AGRICULTURE

RANK	SALARY
1	150,000 *
2	113,800 *
3	112,450 *
4	105,000 *
5	105,000 *
6	102,100 *
7	100,500 *
8	100,300 *
9	99,100 *
10	99,000 *
11	98,900 *
12	96,500 *
13	93,540 *
14	93,500 *
15	92,700 *
16	91,900 *
17	90,000 *
18	88,400 *
19	86,004 *
20	86,000 *
21	85,030 *
22	84,194 *
23	83,000 *
24	82,032 *
25	82,000 *
26	78,384 *
27	78,300 *
28	75,000 *
29	74,400 *
30	74,268 *
31	74,210 *
32	73,331 *
33	73,200 *
34	72,000 *
35	70,776 *
36	70,000 *
37	69,000 *
38	69,000 *
39	66,600 *
40	(62,772)
41	61,160 *
42	61,000 *
43	56,636 *
44	53,189 *
45	52,000 *

Average *** 86,566

Average All 84,137

DEANS:
ARCHITECTURE

RANK	SALARY
1	104,332 *
2	98,000 *
3	96,120 *
4	95,030 *
5	94,500 *

RANK

SALARY

6	93,745 *
7	93,028 *
8	92,470 *
9	90,800 *
10	90,200 *
11	89,250 *
12	86,656 *
13	84,000 *
14	83,100 *
15	81,000 *
16	80,850 *
17	80,052 *
18	80,000 *
19	80,000 *
20	79,500 *
21	78,200 *
22	76,620 *
23	76,400 *
24	76,150 *
25	75,000 *
26	74,970 *
27	73,860 *
28	73,700 *
29	73,150 *
30	72,567 *
31	72,000 *
32	71,820 *
33	71,550 *
34	71,400 *
35	70,955 *
36	70,776 *
37	67,215 *
38	65,000 *
39	62,400 *
40	60,120 *
41	55,541 *
42	(53,100) *

Average *** 79,199

Average All 78,932

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	(107,000) *
2	92,150 *
3	90,631 *
4	85,800 *
5	81,723 *
6	78,924 *
7	78,010 *
8	75,528 *
9	74,000 *
10	73,398 *
11	72,036 *
12	65,614 *

Average *** 83,948

Average All 81,235

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	130,000 *
2	125,307 *
3	120,000 *
4	112,500 *
5	108,825 *
6	(107,000) *
7	104,500 *
8	103,816 *
9	99,544 *
10	98,884 *
11	98,700 *
12	97,300 *
13	96,300 *
14	95,000 *
15	94,500 *
16	94,000 *
17	92,170 *
18	91,900 *
19	90,800 *
20	90,700 *
21	90,000 *
22	88,800 *
23	88,700 *
24	88,500 *
25	88,000 *
26	87,500 *
27	87,415 *
28	86,000 *
29	85,764 *
30	85,600 *
31	85,500 *
32	85,224 *
33	85,000 *
34	84,017 *
35	84,000 *
36	83,978 *
37	83,200 *
38	83,000 *
39	83,000 *
40	83,000 *
41	82,650 *
42	82,000 *
43	81,806 *
44	81,600 *
45	81,063 *
46	80,000 *
47	80,000 *
48	80,000 *
49	80,000 *
50	79,800 *
51	79,550 *
52	78,000 *
53	77,000 *
54	76,250 *
55	75,627 *

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TABLE I (Continued)

(Continued)		RANK	SALARY	RANK	SALARY
DEANS:		14	108,600 *	79	78,000 *
ARTS AND SCIENCES		15	108,000 *	80	78,000 *
		16	107,170 *	81	77,796 *
		17	104,728	82	77,500
		18	104,728 *	83	77,175
		19	104,000 *	84	77,000
RANK	SALARY	20	102,700 *	85	76,262
56	75,000	21	102,150 *	86	76,000 *
57	74,962	22	102,000 *	87	75,760
58	74,676 *	23	102,000 *	88	75,117 *
59	74,484	24	101,500 *	89	75,100
60	74,416	25	101,115 *	90	74,904 *
61	74,392 *	26	100,200 *	91	74,736
62	72,864	27	99,600 *	92	74,416
63	72,821	28	99,500 *	93	74,000
64	72,500	29	97,300 *	94	73,973 *
65	72,211	30	97,000	95	73,401
66	72,000	31	95,308	96	73,350
67	71,650	32	95,000	97	73,000 *
68	71,400 *	33	95,000 *	98	72,000
69	70,776 *	34	94,000 *	99	70,776 *
70	70,668 *	35	93,905 *	100	70,495 *
71	69,554 *	36	93,500 *	101	70,120
72	69,000	37	93,500 *	102	70,000
73	65,736	38	93,039	103	70,000
74	65,000	39	92,727 *	104	70,000
75	65,000	40	92,046 *	105	67,728
76	64,859	41	91,000 *	106	67,600 *
77	64,477 *	42	90,850 *	107	67,476
78	64,368	43	89,500 *	108	66,800
79	63,000	44	89,250 *	109	66,545 *
80	61,925	45	88,630 *	110	66,537
81	60,000 *	46	88,590 *	111	66,500 *
82	59,509 *	47	88,400 *	112	66,414
83	58,926	48	88,000 *	113	66,002
84	58,170	49	87,400	114	66,000 *
85	57,750	50	87,200 *	115	65,736
86	56,500 *	51	86,800	116	64,968
87	54,000	52	86,400 *	117	64,841
88	52,000 *	53	85,909 *	118	63,988 *
Average ***	86,451	54	85,755 *	119	63,650
Average All	81,453	55	85,400 *	120	61,925
		56	85,000 *	121	60,000
		57	85,000	122	59,500 *
		58	84,800 *	123	58,028
		59	84,000 *	124	58,000
		60	84,000	125	57,000 *
DEANS:		61	83,161 *	126	51,200 *
BUSINESS/INDUSTRIAL		62	83,025 *		
MANAGEMENT		63	83,000	Average ***	91,822
		64	82,092 *		
RANK	SALARY	65	82,000 *	Average All	85,981
1	142,616 *	66	81,748 *		
2	141,955 *	67	81,577		
3	140,000 *	68	81,500		
4	129,600 *	69	80,750 *		
5	127,200 *	70	80,721 *		
6	127,000 *	71	80,695		
7	125,000 *	72	80,592		
8	125,000 *	73	80,028		
9	120,500	74	80,000		
10	115,625	75	79,988 *		
11	113,000 *	76	79,500 *		
12	110,000 *	77	79,212		
13	110,000 *	78	78,947		

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TABLE I (Continued)

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	102,500 *
2	85,300 *
3	84,000 *
4	82,500 *
5	81,000 *
6	80,000 *
7	79,241 *
8	78,459 *
9	78,351
10	77,100
11	76,920 *
12	76,500 *
13	76,451 *
14	76,000 *
15	74,000 *
16	73,000 *
17	73,000 *
18	72,916
19	72,803 *
20	72,800 *
21	72,275 *
22	72,048
23	72,000 *
24	71,640
25	71,455
26	71,000
27	70,776 *
28	70,283 *
29	70,036 *
30	70,000 *
31	69,636 *
32	69,390
33	68,500 *
34	68,124 *
35	68,000
36	67,500 *
37	66,647 *
38	66,250 *
39	66,072
40	65,964 *
41	65,856 *
42	65,500
43	65,499 *
44	65,053
45	64,968
46	64,400
47	64,200 *
48	64,000 *
49	63,700
50	63,150 *
51	63,000 *
52	62,400
53	61,925
54	60,500 *
55	60,358
56	60,276
57	60,000 *
58	58,452
59	58,380
60	58,350
61	58,274

RANK	SALARY
62	58,170 *
63	57,962 *
64	57,407
65	57,093
66	57,022 *
67	56,600 *
68	56,023 *
69	55,440 *
70	55,003
71	54,953 *
72	54,500
73	54,000
74	53,772
75	53,263
76	52,780 *
77	52,000 *
78	51,100
79	46,260 *
80	45,700 *
81	45,531
82	44,687 *
83	44,291
84	43,678 *
85	43,361
86	42,840 *
87	41,501
88	39,600
89	32,407

Average *** 66,784

Average All 63,771

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	110,400 *
2	95,260 *
3	82,501 *
4	80,004 *
5	78,600 *
6	73,550 *
7	71,055 *
8	55,335

Average *** 84,481

Average All 80,844

DEANS:
EDUCATION

RANK	SALARY
1	105,500 *
2	102,720 *
3	102,500 *
4	102,500 *
5	102,400 *

RANK	SALARY
6	99,700 *
7	98,000 *
8	97,443 *
9	95,040 *
10	93,120 *
11	92,800
12	92,500 *
13	92,300 *
14	91,127 *
15	90,711 *
16	90,100 *
17	90,000 *
18	90,000 *
19	89,000 *
20	87,000 *
21	87,000 *
22	86,700 *
23	86,431 *
24	86,430 *
25	86,208 *
26	86,200 *
27	86,000 *
28	86,000 *
29	85,358 *
30	85,040
31	85,000
32	85,000 *
33	84,534 *
34	84,300 *
35	84,300
36	84,220 *
37	83,500 *
38	83,250 *
39	81,450 *
40	80,504
41	80,150 *
42	80,000
43	80,000 *
44	79,980 *
45	79,832 *
46	79,491
47	79,000
48	79,000
49	78,924
50	78,452 *
51	78,200 *
52	78,000
53	78,000 *
54	78,000
55	77,000 *
56	76,000 *
57	75,988
58	75,516
59	75,407 *
60	75,000 *
61	74,900
62	74,520 *
63	74,481 *
64	74,416

(Continued)

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TABLE I (Continued)

(Continued)

DEANS:
EDUCATION

RANK	SALARY
65	(74,250) *
66	74,000 *
67	74,000
68	73,680 *
69	73,540 *
70	73,500 *
71	73,300 *
72	73,272 *
73	73,150 *
74	73,025
75	72,867 *
76	72,566 *
77	72,500
78	72,500 *
79	72,363 *
80	72,021 *
81	70,776 *
82	70,500 *
83	70,461
84	69,900 *
85	69,600
86	68,420 *
87	68,075
88	67,800
89	67,500 *
90	67,389
91	67,074
92	67,000
93	67,000 *
94	66,240
95	66,000 *
96	65,736
97	65,484
98	65,472
99	65,277
100	65,000
101	64,968
102	64,800 *
103	64,713
104	64,400 *
105	64,200
106	64,050
107	63,966 *
108	62,911 *
109	61,950
110	61,925
111	61,585
112	61,300
113	61,000 *
114	60,316
115	59,800
116	58,800
117	58,200 *
118	57,500 *
119	56,202 *
120	56,077
121	56,000
122	56,000 *

RANK	SALARY
123	55,710
124	54,994
125	53,000
126	52,500 *
127	51,200 *

Average *** 78,936

Average All 75,523

DEANS:
ENGINEERING

RANK	SALARY
1	150,000 *
2	150,000 *
3	145,000 *
4	125,278 *
5	125,000 *
6	116,000 *
7	115,400 *
8	115,011
9	114,500 *
10	113,000 *
11	110,520 *
12	109,415 *
13	108,400 *
14	108,500 *
15	107,400
16	106,300 *
17	105,500 *
18	105,437 *
19	105,000 *
20	105,000 *
21	104,800 *
22	104,597 *
23	104,256 *
24	102,825 *
25	101,000 *
26	100,900 *
27	100,000 *
28	99,275 *
29	98,700
30	98,500
31	97,562 *
32	97,000
33	96,000 *
34	95,000 *
35	95,000 *
36	94,764
37	94,239 *
38	94,000 *
39	94,000
40	93,000 *
41	92,530
42	92,000 *
43	91,700 *
44	91,000 *
45	90,780 *
46	90,204 *
47	90,100 *
48	90,000 *
49	89,790 *

RANK	SALARY
50	89,020
51	88,000 *
52	87,996 *
53	87,637 *
54	87,000 *
55	86,300 *
56	85,000 *
57	85,000 *
58	84,857 *
59	84,811
60	84,600
61	84,000
62	84,000
63	83,376 *
64	82,780 *
65	82,560 *
66	82,500
67	82,339 *
68	82,250 *
69	82,200 *
70	82,000
71	81,998
72	81,924
73	81,480 *
74	81,276 *
75	81,042
76	80,703
77	80,000
78	79,310
79	79,000
80	78,372 *
81	78,000 *
82	77,396 *
83	77,102 *
84	76,620
85	76,577
86	76,080
87	76,008 *
88	76,000 *
89	75,800 *
90	75,435
91	74,868
92	74,583
93	73,865
94	72,250 *
95	71,410 *
96	70,776 *
97	70,000
98	70,000 *
99	69,500
100	68,000 *
101	65,931
102	65,692
103	63,222
104	61,440 *
105	61,010 *
106	58,000 *
107	57,200

Average *** 93,718

Average All 89,907

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TABLE I (Continued)

DEANS:
FINE ARTS

RANK	SALARY
1	(107,000) *
2	97,000 *
3	92,630 *
4	91,571 *
5	91,096 *
6	86,700 *
7	84,300 *
8	82,700 *
9	81,364 *
10	81,000 *
11	77,150 *
12	76,608
13	75,446
14	75,320
15	75,288 *
16	74,600
17	74,500 *
18	74,200
19	73,958 *
20	73,000 *
21	72,453
22	72,439
23	71,550 *
24	68,400
25	67,400 *
26	67,035
27	66,300 *
28	66,050
29	65,500
30	64,922
31	64,305
32	(64,000)
33	63,000 *
34	62,796
35	61,200
36	61,200
37	59,500
38	55,636 *
39	54,000 *
40	(53,100) *
41	53,040 *
42	52,600 *
43	51,000 *

Average *** 74,275

Average All 71,694

DEANS:
FORESTRY

RANK	SALARY
1	94,000 *
	91,600 *
	88,500 *
4	85,656 *
5	80,000 *
6	79,579 *

RANK	SALARY
7	78,620
8	76,800 *
9	76,100 *
10	73,900 *
11	71,639 *
12	66,503
13	64,968
14	52,000 *

Average *** 79,070

Average All 77,133

DEANS:
GRADUATE

RANK	SALARY
1	114,000 *
2	109,300
3	105,996 *
4	105,300 *
5	(104,500) *
6	103,900 *
7	101,500 *
8	101,173 *
9	101,000 *
10	99,480 *
11	99,200 *
12	98,700 *
13	95,500 *
14	92,220
15	90,600 *
16	90,500 *
17	88,300 *
18	86,800 *
19	84,500 *
20	84,300 *
21	83,600 *
22	83,475 *
23	83,300 *
24	82,000
25	82,000 *
26	82,000
27	81,924 *
28	81,558
29	81,305
30	80,980 *
31	80,304 *
32	80,274 *
33	80,256 *
34	80,250 *
35	80,000
36	80,000
37	79,996 *
38	79,620
39	78,600
40	79,080
41	(77,400)
42	76,209 *
43	76,000 *
44	76,000 *
45	75,200 *

RANK	SALARY
46	74,000 *
47	74,000 *
48	73,600 *
49	73,517
50	73,044
51	72,996 *
52	72,540
53	72,373 *
54	72,129
55	72,000 *
56	71,086 *
57	70,776 *
58	70,000
59	70,000
60	70,000
61	70,000 *
62	68,582
63	68,300
64	68,190
65	67,850 *
66	67,250 *
67	66,729
68	66,696 *
69	66,650 *
70	66,300 *
71	(66,000) *
72	65,850
73	65,299
74	65,208 *
75	65,126
76	65,000 *
77	63,860
78	63,600
79	63,000
80	63,000
81	62,038
82	61,925
83	61,873 *
84	60,929
85	60,873
86	60,850
87	60,324
88	60,000
89	60,000
90	60,000
91	57,000
92	56,400 *
93	56,354
94	55,500 *
95	55,410 *
96	53,477
97	53,200 *
98	52,500
99	52,400 *
100	51,000
101	49,822

Average *** 79,893

Average All 74,916

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TABLE I (Continued)

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	92,500 *
2	85,000 *
3	85,800 *
4	82,080 *
5	81,924
6	79,912
7	78,500 *
8	77,665 *
9	74,172 *
10	72,794 *
11	71,000 *
12	68,499 *
13	67,932 *
14	67,000
15	65,330
16	64,500 *
17	63,624
18	63,220 *
19	60,000
20	59,660 *
21	59,112 *
22	56,943
23	53,100
Average ***	73,762
Average All	71,055

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	117,300 *
2	105,000 *
3	97,417 *
4	92,392 *
5	92,000 *
6	90,667
7	90,296 *
8	89,500
9	85,217
10	82,060 *
11	81,924
12	81,739 *
13	80,980 *
14	80,850
15	80,000 *
16	79,576 *
17	79,000 *
18	78,250 *
19	76,500 *
20	75,317 *
21	74,575
22	73,900
23	73,800 *
24	72,500 *
25	72,264 *
26	72,000 *

RANK	SALARY
27	71,800
28	70,500
29	(69,966)
30	68,000
31	65,000
32	64,927
33	62,980
34	62,800
35	60,700
36	57,429
37	55,000
38	34,700
Average ***	84,126
Average All	76,811

DEANS:
HOME ECONOMICS

RANK	SALARY
1	94,250 *
2	91,814
3	91,200 *
4	90,858 *
5	89,300 *
6	89,100 *
7	88,680 *
8	85,000 *
9	81,924
10	81,300 *
11	79,668 *
12	78,500 *
13	76,800 *
14	76,420 *
15	76,360 *
16	74,580 *
17	74,500 *
18	71,500 *
19	70,800 *
20	69,996 *
21	68,512 *
22	68,136 *
23	67,400 *
24	65,120
25	62,980
26	(62,772)
27	61,000 *
28	53,943 *
29	52,487 *
30	52,300 *
31	51,550
Average ***	75,304
Average All	74,153

DEANS:
HUMANITIES

RANK	SALARY
1	96,500 *
2	93,120 *
3	90,000 *
4	(89,600) *
5	87,400
6	87,400 *
7	80,000 *
8	76,992 *
9	75,852 *
10	72,450
11	71,800
12	70,440 *
13	70,000 *
14	69,700
15	(64,000)
16	63,500 *
17	60,500 *
18	60,204
19	58,793
Average ***	79,492
Average All	75,697

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	99,500 *
2	96,000 *
3	94,000 *
4	93,500 *
5	85,700 *
6	85,387 *
7	85,000 *
8	81,280 *
9	80,280 *
10	80,000 *
11	80,000 *
12	79,000 *
13	77,500 *
14	76,952 *
15	76,125 *
16	74,500 *
17	73,000 *
18	72,500 *
19	70,000
20	68,340 *
21	67,725 *
22	67,450 *
23	66,058 *
24	61,944 *
25	58,000 *
26	44,174 *
Average ***	76,956
Average All	76,689

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TABLE I (Continued)

DEANS:
LAW

RANK	SALARY
1	150,000 *
2	135,000 *
3	130,700 *
4	128,400 *
5	125,333 *
6	125,000 *
7	123,000 *
8	122,500 *
9	120,500 *
10	120,000 *
11	120,000 *
12	118,680 *
13	116,000 *
14	115,990 *
15	115,400 *
16	113,000 *
17	110,777 *
18	108,250 *
19	107,395 *
20	105,500 *
21	105,200 *
22	105,000 *
23	104,540 *
24	104,500 *
25	104,272 *
26	103,000 *
27	102,000 *
28	100,500 *
29	100,000 *
30	98,088 *
31	95,736 *
32	95,400 *
33	95,200 *
34	95,000 *
35	91,050 *
36	90,972 *
37	88,960 *
38	88,560 *
39	86,880 *
40	86,511 *
41	86,076 *
42	85,728 *
43	85,000 *
44	85,000 *
45	85,000 *
46	84,493 *
47	84,000 *
48	82,500 *
49	81,500 *
50	79,469 *
51	73,725 *
52	73,436 *
53	70,000 *

Average *** 101,623

Average All 102,051

DEANS:
LIBERAL ARTS

RANK	SALARY
1	122,000 *
2	109,800 *
3	103,680 *
4	93,316 *
5	92,000 *
6	90,700 *
7	82,000 *
8	81,000 *
9	80,000 *
10	79,342 *
11	75,988 *
12	75,276 *
13	72,500 *
14	72,033 *
15	70,847 *
16	65,866 *
17	64,269 *
18	62,000 *
19	60,000 *
20	57,000 *

Average *** 87,961

Average All 80,481

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	111,900 *
2	89,068 *
3	85,000 *
4	83,800 *
5	83,000 *
6	82,000 *
7	79,000 *
8	76,311 *
9	73,500 *
10	73,000 *
11	70,400 *
12	70,200 *
13	67,200 *
14	65,316 *
15	64,000 *
16	63,700 *
17	62,398 *
18	58,250 *
19	58,165 *
20	55,916 *

Average *** 74,263

Average All 73,606

DEANS:
MATHEMATICS

RANK	SALARY
1	111,960 *
2	(97,009) *
3	(76,500) *
4	63,000 *

Average *** 90,656

Average All 87,117

DEANS:
MUSIC

RANK	SALARY
1	99,000 *
2	94,925 *
3	92,746 *
4	87,000 *
5	86,390 *
6	82,000 *
7	80,000 *
8	78,952 *
9	76,920 *
10	74,826 *
11	74,050 *
12	70,023 *
13	67,890 *
14	67,118 *
15	63,240 *
16	62,000 *
17	40,660 *

Average *** 78,562

Average All 76,338

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TABLE I (Continued)

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	113,000 *
2	102,000 *
3	100,000 *
4	97,500 *
5	94,600 *
6	90,120 *
7	86,200 *
8	82,676 *
9	82,360 *
10	81,000 *
11	73,257 *
12	70,331 *
13	67,932 *
14	(63,703) *
15	63,000 *
16	59,500 *

Average *** 84,243

Average All 82,949

DEANS:
SCIENCE

RANK	SALARY
1	115,000 *
2	113,004 *
3	104,500 *
4	103,950 *
5	(97,009) *
6	96,120 *
7	96,000 *
8	95,000 *
9	94,500 *
10	93,280 *
11	93,000 *
12	91,800 *
13	86,920 *
14	85,583 *
15	84,800 *
16	81,000 *
17	79,212 *
18	78,096 *
19	77,000 *
20	76,577 *
21	(76,500) *
22	75,648 *
23	75,200 *
24	75,049 *
25	75,000 *
26	73,394 *
27	68,940 *
28	68,000 *
29	63,600 *
30	62,370 *
31	61,056 *

RANK	SALARY
32	59,510 *
33	59,884 *
34	53,528 *

Average *** 91,471

Average All 82,039

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	100,500 *
2	100,500 *
3	99,120 *
4	94,000 *
5	91,841 *
6	91,600 *
7	91,000 *
8	90,000 *
9	(89,600) *
10	88,000 *
11	86,448 *
12	85,000 *
13	84,840 *
14	84,800 *
15	79,188 *
16	76,800 *
17	(74,250) *
18	71,619 *
19	69,900 *
20	68,000 *
21	63,780 *
22	(58,857) *

Average *** 89,107

Average All 83,620

DEANS:
SOCIAL WORK

RANK	SALARY
1	121,429 *
2	109,000 *
3	100,000 *
4	94,500 *
5	93,917 *
6	89,400 *
7	87,900 *
8	85,500 *
9	84,250 *
10	84,000 *
11	83,921 *
12	83,760 *
13	83,300 *
14	83,148 *

RANK	SALARY
15	81,869 *
16	80,250 *
17	79,253 *
18	78,500 *
19	78,344 *
20	78,000 *
21	78,000 *
22	77,000 *
23	5,000 *
24	(74,250) *
25	72,400 *
26	70,200 *
27	68,000 *
28	67,008 *
29	65,432 *
30	63,000 *
31	61,506 *
32	53,376 *

Average *** 80,522

Average All 80,732

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	84,000 *
2	80,500 *
3	80,000 *
4	79,000 *
5	76,354 *
6	73,780 *
7	73,168 *
8	71,376 *
9	69,300 *
10	65,000 *
11	64,294 *
12	52,356 *
13	50,933 *

Average *** 74,847

Average All 70,774

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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE I (Continued)

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	103,680 *
2	79,500 *
3	79,240 *
4	78,400 *
5	75,000 *
6	74,280 *
7	73,260 *
8	72,200 *
9	70,950 *
10	67,638 *
11	67,100 *
12	67,000 *
13	66,000 *
14	61,024 *
15	60,000 *
16	60,000 *
17	58,500 *
18	56,500 *
19	56,000 *

Average *** 70,641

Average All 69,804

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	128,000 *
2	125,500 *
3	125,000 *
4	119,000 *
5	109,790 *
6	108,900 *
7	105,960 *
8	105,300 *
9	103,629 *
10	100,775 *
11	100,000 *
12	99,762 *
13	96,300 *
14	95,996 *
15	92,114 *
16	91,224 *
17	86,700 *
18	81,540 *

Average *** 103,944

Average All 104,194

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	230,000 *
2	210,000 *
3	200,000 *
4	198,679 *
5	185,000 *
6	185,000 *
7	182,100 *
8	181,700 *
9	175,000 *
10	168,000 *
11	165,000 *
12	161,000 *
13	159,100 *
14	158,000 *
15	155,000 *
16	151,221 *
17	147,000 *
18	143,200 *
19	125,004 *
20	125,000 *
21	123,988 *
22	122,699 *
23	119,600 *
24	119,391 *
25	115,987 *
26	115,416 *
27	114,700 *
28	108,360 *
29	107,100 *
30	104,500 *
31	104,244 *
32	99,000 *
33	98,385 *
34	95,500 *
35	93,600 *
36	90,204 *
37	84,816 *
38	72,948 *

Average *** 140,065

Average All 139,354

MEDICAL DEANS:
NURSING

RANK	SALARY
1	113,255 *
2	110,000 *
3	107,500 *
4	98,000 *
5	97,482 *
6	97,000 *
7	93,900 *
8	93,300 *
9	93,004 *
10	92,160 *
11	91,505 *

RANK

SALARY

12	89,291 *
13	88,945 *
14	87,500 *
15	86,357 *
16	84,493 *
17	83,972 *
18	82,527 *
19	81,300 *
20	81,000 *
21	80,000 *
22	79,165 *
23	79,050 *
24	78,000 *
25	77,188 *
26	77,000 *
27	75,468 *
28	75,000 *
29	74,500 *
30	74,044 *
31	74,000 *
32	74,000 *
33	73,800 *
34	73,500 *
35	72,281 *
36	71,735 *
37	71,285 *
38	70,000 *
39	(69,966) *
40	68,802 *
41	68,600 *
42	68,500 *
43	67,776 *
44	67,500 *
45	66,713 *
46	66,570 *
47	66,000 *
48	65,214 *
49	61,100 *
50	61,000 *
51	60,624 *
52	60,384 *
53	60,117 *
54	60,000 *
55	59,500 *
56	58,170 *
57	51,500 *

Average *** 79,019

Average All 77,378

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY
1	113,100 *
2	105,000 *
3	95,500 *
4	92,640 *
5	92,000 *
6	78,122
Average ***	99,648
Average All	96,060

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	121,000 *
2	115,944 *
3	107,500
4	105,840 *
5	103,150 *
6	99,960 *
7	98,900 *
8	96,858 *
9	96,750 *
10	96,547 *
11	95,500 *
12	94,202 *
13	92,300 *
14	91,887 *
15	91,600 *
16	91,178 *
17	90,000 *
18	88,922 *
19	88,894 *
20	86,265 *
21	81,375 *
22	79,600 *

RANK

SALARY

23	79,325 *
24	75,504 *
25	74,547
26	74,535 *
27	71,137 *
28	66,396 *
29	66,000 *
30	63,000 *
31	63,000 *
32	52,300 *
33	42,000 *
Average ***	85,802
Average All	86,119

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	136,000 *
2	122,800 *
3	119,084 *
4	116,630 *
5	102,692 *
6	84,000 *
7	79,968 *
8	73,148
Average ***	108,739
Average All	104,290

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	130,000 *
2	119,600 *
3	114,110 *
4	103,500 *
5	100,700 *
6	98,500 *
7	96,525 *
8	96,000 *
9	94,000 *
10	92,340 *
11	90,720 *
12	87,000 *
13	84,996 *
14	82,000 *
15	81,692 *
16	81,600 *
17	79,026 *
18	75,764 *
Average ***	94,949
Average All	94,949

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University, at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

RANK	SALARY
1	115,000
2	97,049
3	95,000
Average	102,350

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	157,750
2	134,000
3	130,750
4	130,000
5	125,939
6	123,227
7	122,000
8	119,772
9	117,550
10	116,237
11	112,000
12	110,500
13	105,189
14	103,001
15	102,570
16	100,000
17	99,990
18	98,063
19	95,000
20	91,100
21	90,441
22	82,600
23	80,600
24	80,300
Average	109,524

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	(125,000)
2	112,179
3	100,000

RANK	SALARY
4	96,521
5	(96,400)
6	96,300
7	96,155
8	96,000
9	91,000
10	89,000
11	88,725
12	83,000
13	80,053
14	74,620
15	74,300
16	74,117
17	68,900
18	64,500
Average	89,265

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(115,000)
2	114,000
3	111,000
4	100,150
5	100,000
6	(96,400)
7	94,100
8	90,392
9	86,000
Average	100,782

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	101,500
2	90,000
3	87,000
4	86,000
5	79,800
6	77,741
7	77,500
8	74,500
9	74,000

RANK	SALARY
10	73,300
11	73,000
12	68,000
13	66,521
14	66,000
15	65,000
16	63,790
17	62,714
18	62,600
19	62,500
20	61,000
21	59,000
22	57,310
23	55,100
24	55,068
25	47,804
26	47,100
Average	68,994

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	81,270
2	(70,000)
3	64,700
4	61,465
5	60,787
6	55,000
7	54,000
8	53,738
9	(51,744)
10	50,300
11	49,150
12	48,978
13	45,926
14	39,816
15	39,200
16	38,800
17	36,430
18	36,398
19	36,000
20	35,333
21	27,996
22	22,500
Average	48,161

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TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	88,800
2	86,177
3	84,860
4	83,910
5	82,308
6	79,143
7	78,400
8	78,330
9	74,500
10	71,400
11	70,985
12	67,141
13	65,800
14	63,438
15	62,500
16	61,600
17	61,500
18	60,700
19	60,000
20	59,142
21	59,000
22	58,400
23	58,042
24	57,400
25	56,000
26	56,000
27	54,504
28	53,500
29	52,717
30	52,000
31	51,610
32	50,025
33	49,818
34	44,488
Average	64,533

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	104,800
2	103,300
3	(101,760)
4	98,755
5	94,000
6	92,700
7	90,528
8	89,700
9	88,000
10	87,250
11	86,981
12	86,032
13	80,600
14	78,000
15	77,876
16	77,800
17	74,620
18	71,600
19	66,144
20	64,605
Average	85,752

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	83,160
2	80,000
3	78,900
4	(70,000)
5	69,600
6	68,970
7	68,600
8	66,000
9	63,000
10	61,342
11	60,700
12	58,490
13	58,088
14	57,800
15	57,750
16	56,800

RANK	SALARY
17	54,652
18	53,490
19	53,106
20	52,394
21	52,000
22	50,000
23	49,920
24	48,255
25	48,240
26	48,030
Average	60,357

ATLANTA
BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(91,100)
2	(70,000)
3	66,700
4	55,940
5	40,670
6	39,459
7	38,343
8	35,951
9	35,800
10	33,000
11	32,649
12	32,000
13	30,966
14	29,700
15	25,100
Average	43,834

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(91,100)
2	66,950
3	66,857
4	34,792
5	30,188
Average	57,977

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	64,500
2	62,300
3	60,500
4	56,260
5	53,700
6	51,250
7	50,844
8	48,600
9	48,500
10	47,071
11	46,543
12	46,000
13	45,890
14	45,000
15	43,970
16	43,500
17	43,272
18	42,808
19	42,446
20	42,160
21	41,700
22	41,400
23	41,000
24	40,240
25	37,689
26	32,950
27	29,100
Average	46,266

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	67,750
2	63,000
3	(62,500)
4	55,224
5	54,380
6	53,255
7	51,175
8	47,976
9	46,100
10	46,000
11	45,300

RANK	SALARY
12	45,100
13	44,000
14	43,772
15	43,532
16	42,100
17	42,050
18	42,000
19	40,272
20	39,000
21	38,916
22	38,325
23	36,500
24	35,000
25	32,215
26	31,500
27	28,140
Average	45,003

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	77,800
2	59,560
3	59,232
4	57,708
5	57,450
6	57,000
7	54,000
8	53,280
9	52,951
10	52,250
11	50,010
12	50,000
13	49,092
14	49,074
15	48,573
16	46,800
17	46,452
18	45,500
19	41,208
20	41,000
21	39,018
22	35,300
23	34,771
Average	50,349

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	48,100
2	47,760
3	(47,340)
4	46,172
5	46,144
6	43,755
7	40,900
8	40,550
9	39,840
10	36,000
11	34,704
12	34,000
13	33,800
14	33,120
15	31,900
16	29,240
17	28,352
18	25,713
19	23,350
Average	37,407

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	78,500
2	74,000
3	72,400
4	(70,000)
5	66,500
6	66,100
7	62,500
8	60,500
9	60,009
10	58,800
11	58,325
12	57,918
13	54,500
14	53,783
15	53,384
16	51,900
17	50,700

(Continued)

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
18	48,363
19	48,000
20	47,785
21	47,637
22	(47,340)
23	46,500
24	45,820
25	45,622
26	45,040
27	38,102
Average	55,927

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	99,500
2	90,000
3	(87,880)
4	83,700
5	82,921
6	82,400
7	81,700
8	81,420
9	81,046
10	79,400
11	79,000
12	78,000
13	78,000
14	75,040
15	74,634
16	72,760
17	71,400
18	71,000
19	69,800
20	68,031
21	67,691
22	67,000
23	64,800
24	64,716

RANK	SALARY
25	64,699
26	57,120
27	51,500
Average	75,006

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	(87,880)
2	75,554
3	66,030
4	65,000
5	63,445
6	61,050
7	56,800
8	55,300
9	54,238
10	53,800
11	51,430
12	47,940
13	46,725
14	44,500
15	44,473
16	40,000
17	39,011
Average	56,069

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	64,064
2	50,806
3	47,520
4	43,122
5	40,000
6	38,002
7	36,991
8	33,290
9	30,186
10	30,157
11	30,000
Average	40,376

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	64,447
2	62,870
3	(62,000)
4	57,750
5	(57,000)
6	53,388
7	52,500
8	50,202
9	50,000
10	49,104
11	47,700
12	46,680
13	46,085
14	(46,005)
15	45,434
16	44,050
17	43,700
18	(43,000)
19	42,039
20	41,934
21	35,900
22	34,980
23	33,533
24	30,606
25	25,223
Average	46,645

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	73,868
2	71,950
3	67,976
4	64,020
5	(62,000)
6	60,156
7	59,371
8	(57,000)
9	51,327
10	50,000
11	49,820

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
12	49,440
13	48,300
14	48,049
15	48,000
16	47,000
17	46,523
18	(46,005)
19	44,860
20	44,100
21	42,500
22	42,360
23	39,626
24	36,400
25	35,421
26	34,860
27	33,857
Average	50,177

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	58,011
2	54,063
3	51,786
4	51,500
5	48,700
6	48,150
7	48,000
8	47,182
9	46,378
10	44,254
11	44,070
12	43,202
13	43,196
14	(43,000)
15	42,200
16	42,053
17	42,048
18	42,000
19	41,308
20	39,600

RANK	SALARY
21	38,850
22	38,830
23	38,500
24	38,030
25	37,730
26	37,037
27	36,175
28	35,712
Average	43,627

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	62,171
2	58,289
3	57,475
4	57,000
5	52,500
6	52,100
7	50,120
8	49,400
9	46,400
10	45,000
11	44,910
12	44,300
13	41,055
14	39,316
15	38,955
16	38,016
17	37,000
18	36,429
19	35,959
20	35,000
21	33,390
22	32,206
23	32,190
24	30,106
25	30,000
Average	43,171

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	93,355
2	91,453
3	90,577
4	85,000
5	82,594
6	80,079
7	76,000
8	75,500
9	74,686
10	73,253
11	72,800
12	71,675
13	70,700
14	69,185
15	63,934
16	63,070
17	62,700
18	60,660
19	60,245
20	48,346
21	44,500
22	30,524
23	29,014
Average	68,254

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	(125,000)
2	(115,000)
3	96,900
4	95,200
5	85,859
6	85,642
7	(80,000)
8	69,000
Average	94,075

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PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

OPERATIONS OFFICERS:

ADMINISTRATIVE VICE PRESIDENT	
RANK	SALARY
1	92,300
2	89,100
3	87,000
4	84,800
5	81,648
6	(80,000)
7	79,420
8	64,500
Average	82,346

OPERATIONS OFFICERS:

VICE PRES FOR INSTI- TUTIONAL PLANNING	
RANK	SALARY
1	(101,760)
2	88,837
3	77,173
4	66,912
5	66,581
6	55,400
7	(55,155)
Average	73,117

OPERATIONS OFFICERS:

LEGAL COUNSEL	
RANK	SALARY
1	92,700
2	72,533
3	71,600
4	71,500
5	71,110
6	67,500
7	65,600
8	65,000
9	63,893
10	63,017
11	62,700
12	62,700
13	58,300
14	58,155

RANK	SALARY
15	58,000
16	51,812
17	(51,744)
Average	65,168

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	95,000
2	77,850
3	76,685
4	75,000
5	72,000
6	70,854
7	70,000
8	66,000
9	61,810
10	58,000
11	51,800
12	50,900
13	48,700
14	46,000
15	41,160
16	36,700
17	36,250
18	36,000
Average	59,539

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	83,070
2	82,000
3	76,300
4	68,000
Average	77,343

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	62,500
2	62,000
3	60,648
4	58,000
5	57,500
6	56,322
7	55,400
8	54,876
9	53,022
10	52,688
11	50,650
12	50,000
13	41,000
14	39,455
15	35,059
Average	52,608

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	70,480
2	70,000
3	69,132
4	68,000
5	65,150
6	64,000
7	61,800
8	61,614
9	60,996
10	60,800
11	60,500
12	60,100
13	59,940
14	56,700
15	55,889
16	55,000
17	54,810
18	54,384
19	54,320

(Continued)

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

(Continued)

OPERATIONS OFFICERS:

DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
20	54,080
21	53,900
22	52,420
23	52,138
24	50,630
25	42,220
26	42,210
27	36,900
Average	57,338

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	100,110
2	87,600
3	85,000
4	84,500
5	81,710
6	80,973
7	80,000
8	(60,000)
Average	82,487

RANK	SALARY
12	50,000
13	48,566
14	47,323
15	46,374
16	45,860
17	45,025
18	44,302
19	44,285
20	44,200
21	42,600
22	38,000
23	35,448
24	34,166
25	32,958
Average	50,634

OPERATIONS OFFICERS:

DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	57,330
2	57,000
3	55,430
4	53,000
5	52,600
6	50,041
7	49,319
8	48,700
9	47,976
10	47,976
11	44,327
12	43,695
13	43,680
14	40,300
15	39,600
16	35,803
17	35,734
18	35,313
19	34,276
20	32,550
21	32,251
22	31,520
23	30,426
24	28,536
25	26,500
Average	42,155

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	(98,209)
2	91,100
3	85,300
4	80,560
5	71,000
6	69,850
7	68,000
8	(60,000)
9	58,600
10	45,860
Average	72,848

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	71,292
2	67,600
3	66,670
4	65,000
5	57,400
6	54,375
7	50,500
8	48,904
9	(41,200)
10	38,000
Average	56,094

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	71,300
2	66,135
3	65,000
4	62,400
5	62,381
6	60,191
7	58,622
8	57,400
9	56,100
10	55,330
11	51,896

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	(98,209)
2	94,950
3	83,500
4	80,172
5	78,200
6	78,000
7	77,121
8	(74,666)
9	(72,340)
10	67,314
Average	80,447

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	83,750
2	(78,500)
3	73,055
4	71,226
5	68,500
6	61,500
7	56,938
8	55,000
9	54,000
10	52,200
11	51,065
12	50,000
13	(49,807)
14	(47,700)
15	43,864
16	42,817
17	42,793
18	41,811
19	40,520
20	38,500
Average	55,177

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	94,000
2	(78,500)
3	70,000
4	62,970
5	60,560
6	60,000
7	55,500
8	54,267
9	50,000
10	(49,807)
11	(47,700)
12	46,647
13	44,300
14	(41,200)
15	40,071
16	39,150
17	38,782
18	38,036
19	36,783
20	35,184
21	34,400
22	32,796
23	32,520
24	29,186
25	26,880
Average	47,970

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	98,200
2	95,000
3	95,000
4	88,700
5	84,673
6	83,000
7	78,000
8	41,725
9	38,472
10	30,000
Average	73,277

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	(125,000)
2	116,000
3	97,000
4	94,300
5	93,005
6	91,500
7	88,300
8	87,153
9	86,000
10	85,187
11	84,200
12	82,200
13	(77,875)
14	74,500
15	74,200
16	71,412
17	62,000
Average	87,637

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	114,000
2	(104,500)
3	85,000
4	(81,480)
5	74,460
6	69,087
7	62,800
Average	84,475

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

RESEARCH OFFICERS:

DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	79,647
2	78,700
3	75,202
4	63,806
5	61,709
6	61,008
7	59,586
8	59,232
9	57,550
10	55,650
11	55,250
12	51,134
13	48,700
14	44,242
15	42,257
16	40,116
17	38,980
18	37,574
19	36,800
Average	55,113

RESEARCH OFFICERS:

DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	84,000
2	66,500
3	65,500
4	65,000
5	60,883
6	60,800
7	59,596
8	59,300
9	58,500
10	(55,155)
11	55,000
12	53,737
13	53,461
14	51,900
15	51,500
16	46,600
17	43,790

RANK	SALARY
18	42,600
19	40,867
20	35,951
Average	55,532

DEANS:

AGRICULTURE

RANK	SALARY
1	105,000
2	100,500
3	96,500
4	92,700
5	78,300
6	72,000
7	(62,772)
8	56,636
Average	83,051

DEANS:

ARCHITECTURE

RANK	SALARY
1	98,000
2	89,250
3	80,850
4	76,400
5	76,150
6	73,860
7	71,400
8	65,000
9	62,400
Average	77,034

DEANS:

ARTS AND SCIENCES

RANK	SALARY
1	130,000
2	104,500
3	97,300
4	96,300
5	95,000
6	94,000
7	92,170
8	88,700

RANK	SALARY
9	81,806
10	80,000
11	77,000
12	76,250
13	75,627
14	71,400
15	64,368
16	63,000
17	58,170
Average	85,035

DEANS:

BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	141,955
2	127,000
3	120,500
4	113,000
5	108,600
6	101,500
7	95,308
8	95,000
9	93,905
10	93,500
11	91,000
12	89,250
13	86,800
14	85,400
15	85,000
16	84,800
17	84,000
18	83,161
19	83,025
20	82,000
21	79,212
22	77,175
23	73,350
24	70,120
25	67,728
26	66,800
Average	91,503

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	80,000
2	76,451
3	73,000
4	67,500
5	65,856
6	65,500
7	64,200
8	63,150
9	63,000
10	58,380
11	58,350
12	57,407
13	54,953
14	53,772
15	53,263
16	43,361
Average	62,384

DEANS:
EDUCATION

RANK	SALARY
1	92,800
2	92,500
3	91,127
4	90,000
5	87,000
6	86,700
7	86,000
8	85,000
9	83,250
10	79,000
11	78,452
12	77,000
13	75,988
14	75,000
15	74,000
16	73,025
17	72,500
18	69,900
19	67,000
20	65,484
21	64,800
22	61,300

RANK	SALARY
23	60,316
24	59,800
25	56,202
Average	76.166

DEANS:
ENGINEERING

RANK	SALARY
1	150,000
2	108,300
3	105,500
4	104,256
5	99,275
6	97,000
7	95,000
8	94,239
9	93,000
10	90,780
11	90,100
12	90,000
13	86,300
14	84,000
15	79,310
16	78,372
17	78,000
18	76,620
19	70,000
20	65,692
Average	91,787

DEANS:
FINE ARTS

RANK	SALARY
1	81,364
2	75,446
3	74,500
4	73,000
5	66,050
6	53,040
Average	70,567

DEANS:
FORESTRY

RANK	SALARY
1	94,000
2	91,600
3	88,500
4	79,579
5	76,800
6	76,100
Average	84,430

DEANS:
GRADUATE

RANK	SALARY
1	114,000
2	(104,500)
3	95,500
4	90,600
5	88,300
6	86,800
7	84,300
8	82,000
9	81,558
10	81,305
11	80,980
12	80,250
13	80,000
14	76,000
15	74,000
16	73,600
17	68,190
18	65,299
19	65,126
20	62,038
21	60,324
22	60,000
23	52,500
Average	78,573

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	105,000
2	92,392
3	89,500
4	80,980
5	76,500
6	75,317
7	70,500
8	62,800
9	60,700
Average	79,299

DEANS:
HOME ECONOMICS

RANK	SALARY
1	94,250
2	91,814
3	76,800
4	74,500
5	71,500
6	70,800
7	68,136
8	(52,772)
Average	76,322

DEANS:
HUMANITIES

RANK	SALARY
1	(89,600)
2	87,400
3	80,000
4	72,450
5	69,700
Average	79,830

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	96,000
2	85,387
3	85,000

RANK	SALARY
4	80,000
5	74,500
6	72,500
7	68,340
8	67,450
Average	78,647

DEANS:
LAW

RANK	SALARY
1	120,500
2	113,000
3	105,000
4	104,540
5	104,500
6	104,272
7	100,500
8	95,400
9	95,200
10	95,000
11	88,960
12	86,880
Average	101,146

DEANS:
LIBERAL ARTS

RANK	SALARY
1	90,700
2	82,000
3	79,342
4	75,988
5	72,500
Average	80,106

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	85,000
2	82,000
3	70,400
4	64,000
5	58,250
Average	71,930

DEANS:
MUSIC

RANK	SALARY
1	87,000
2	78,952
3	70,023
4	67,118
Average	75,773

DEANS:
SCIENCE

RANK	SALARY
1	(97,009)
2	93,000
3	91,800
4	86,920
5	81,000
6	79,212
7	75,000
8	58,884
Average	82,853

ATLANTA

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	94,000
2	(89,600)
3	88,000
4	86,448
5	68,000
Average	85,210

DEANS:
SOCIAL WORK

RANK	SALARY
1	79,000
2	85,500
3	79,253
4	78,500
5	78,000
6	68,000
7	61,506
Average	79,966

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	80,500
2	79,000
3	76,354
4	73,780
Average	77,409

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	125,500
2	119,000
3	108,900
4	99,762
5	86,700
Average	107,972

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	175,000
2	168,000
3	159,100
4	155,000
5	143,200
6	123,988
7	122,629
8	104,500
9	104,244
10	93,600
Average	134,933

MEDICAL DEANS:
NURSING

RANK	SALARY
1	110,000
2	93,300
3	93,004
4	89,291
5	84,493
6	78,000
7	77,188
8	74,500
9	73,500
10	70,000
11	68,802
12	68,600
13	68,500
14	66,570
15	65,214
16	60,384
17	60,000
Average	76,550

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	103,150
2	99,960
3	96,750
4	92,300
5	90,000
6	71,137
Average	92,216

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	136,000
2	122,800
3	116,630
Average	125,143

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	103,500
2	94,000
3	82,000
4	81,600
Average	90,275

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota-Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

RANK	SALARY
1	140,000
2	139,320
3	126,225
4	117,000
5	115,000
6	115,000
7	110,000
Average	123,221

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	147,000
2	131,000
3	130,000
4	127,000
5	125,000
6	120,000
7	116,735
8	116,600
9	114,400
10	113,004
11	108,500
12	107,500
13	105,000
14	99,800
15	98,000
16	97,500
17	97,439
18	97,398
19	90,972
20	90,000
21	83,220
Average	110,289

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	(121,560)
2	114,500
3	109,747

RANK	SALARY
4	109,000
5	103,246
6	101,650
7	91,200
8	(91,000)
9	90,815
10	(89,688)
11	87,900
12	87,588
13	(86,500)
14	86,148
15	85,008
16	83,118
17	80,628
18	75,400
Average	94,150

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(121,560)
2	114,750
3	114,500
4	102,200
5	96,500
6	92,000
7	(91,000)
8	(89,688)
9	(86,500)
10	86,250
11	85,000
12	83,460
13	82,000
Average	95,801

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	93,800
2	93,090
3	92,640
4	92,223
5	89,068

RANK	SALARY
6	88,275
7	83,200
8	80,550
9	79,600
10	77,085
11	76,577
12	76,100
13	75,000
14	74,000
15	66,420
16	66,204
17	65,772
18	65,727
19	65,484
20	65,100
21	64,000
22	63,363
23	63,023
24	63,000
25	62,600
26	61,000
27	56,115
28	55,924
Average	73,391

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	89,657
2	73,600
3	65,004
4	64,000
5	58,000
6	57,000
7	56,600
8	55,590
9	55,128
10	51,000
11	49,800
12	48,350
13	48,275
14	46,080

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
15	45,900
16	44,251
17	43,950
18	42,000
19	41,800
20	40,300
21	39,899
22	37,116
23	36,804
24	36,550
25	35,000
26	27,060
Average	49,566

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	98,000
2	86,000
3	85,620
4	84,000
5	80,040
6	79,501
7	77,300
8	75,000
9	73,500
10	71,500
11	70,689
12	70,600
13	70,500
14	70,300
15	69,431
16	68,900
17	67,700
18	67,000
19	66,800
20	65,628
21	65,600
22	65,100
23	64,882

RANK	SALARY
24	64,673
25	62,550
26	61,284
27	58,200
28	(55,000)
29	54,700
30	53,800
31	50,928
32	49,600
33	45,400
34	43,464
Average	67,447

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
HEALTH AFFAIRS/SCIENCE

RANK	SALARY
1	182,100
2	158,500
3	109,666
4	79,012
Average	132,320

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	135,000
2	101,500
3	99,500
4	96,840
5	(89,950)
6	87,914
7	87,000
8	86,000
9	86,000
10	84,000
11	83,800
12	82,500
13	81,588
14	80,650
15	79,560
16	75,000

RANK	SALARY
17	74,232
18	73,451
19	72,760
20	(72,685)
21	(70,800)
22	65,600
Average	84,833

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	100,500
2	79,500
3	76,000
4	75,700
5	70,080
6	68,964
7	66,520
8	66,415
9	65,400
10	65,396
11	(64,650)
12	64,500
13	63,000
14	60,800
15	60,200
16	55,314
17	53,561
18	53,100
19	51,576
	51,000
21	50,400
22	49,580
23	47,200
Average	63,450

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—CHICAGO REGION—

**BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR**

RANK	SALARY
1	76,000
2	60,960
3	57,800
4	51,996
5	51,750
6	51,548
7	48,500
8	48,500
9	39,464
10	38,085
11	37,464
12	35,650
13	35,237
Average	48,689

RANK	SALARY
14	46,179
15	46,092
16	45,456
17	44,600
18	43,440
19	42,600
20	41,559
21	41,397
22	38,350
23	36,104
24	34,503
Average	48,453

RANK	SALARY
5	65,467
6	60,960
7	55,900
8	55,450
9	54,344
10	54,168
11	53,200
12	52,799
13	52,704
14	50,918
15	50,676
16	45,632
17	41,400
18	39,800
19	34,350
20	32,061
Average	55,157

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	68,000
2	67,000
3	59,100
4	57,200
5	51,800
6	51,000
7	48,900
8	47,458
9	45,804
10	45,600
11	45,000
12	44,552
13	44,360
14	43,675
15	42,750
16	42,700
17	41,575
18	39,999
19	37,050
20	36,010
Average	47,977

**BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER**

RANK	SALARY
1	67,300
2	67,100
3	(64,650)
4	54,716
5	48,500
6	31,137
Average	55,567

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	70,920
2	60,000
3	52,000
4	50,125
5	45,600
6	45,516
7	43,032
8	41,616
9	41,098
10	39,500
11	38,400
12	37,382
13	37,050
14	36,358
15	35,547
16	34,300
17	32,800
18	30,500
19	29,468
20	27,298
21	23,000
Average	40,548

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	67,146
2	61,213
3	57,158
4	55,126
5	54,696
6	52,890
7	52,800
8	52,500
9	52,000
10	51,350
11	50,000
12	49,400
13	46,320

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	90,000
2	76,300
3	70,600
4	66,415

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TABLE II (Continued)
—CHICAGO REGION—

BUSINESS/FISCAL OFFICERS:

DIRECTOR OF PERSONNEL

RANK	SALARY
1	97,680
2	90,500
3	81,800
4	69,091
5	66,629
6	66,000
7	64,650
8	63,000
9	62,400
10	60,000
11	59,150
12	59,000
13	58,716
14	58,350
15	56,022
16	54,600
17	53,761
18	53,004
19	52,212
20	49,750
21	46,650
22	44,000
Average	62,135

STUDENT AFFAIRS OFFICERS:

VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	96,000
2	95,520
3	95,500
4	87,000
5	87,000
6	86,670
7	86,400
8	85,000
9	84,123
10	82,450
11	82,029
12	81,000
13	80,000
14	(76,380)
15	71,900

RANK	SALARY
16	71,700
17	71,448
18	71,000
19	68,000
20	67,000
21	64,000
22	61,920
23	60,500
Average	78,806

STUDENT AFFAIRS OFFICERS:

DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	(76,380)
2	72,700
3	72,000
4	68,480
5	67,000
6	64,260
7	60,184
8	60,000
9	59,000
10	55,000
11	53,906
12	51,000
13	50,400
Average	62,332

STUDENT AFFAIRS OFFICERS:

DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	98,200
2	73,000
3	60,413
4	50,850
5	50,352
6	46,970
7	46,721
8	45,240
9	45,209
10	44,436
11	39,626

RANK	SALARY
12	38,000
13	35,117
14	31,535
Average	50,405

STUDENT AFFAIRS OFFICERS:

DIRECTOR OF ADMISSIONS

RANK	SALARY
1	80,265
2	73,000
3	72,500
4	68,682
5	64,000
6	63,700
7	63,048
8	60,372
9	60,360
10	58,404
11	58,145
12	57,744
13	57,300
14	56,850
15	56,747
16	56,500
17	(55,946)
18	55,776
19	55,650
20	53,315
21	50,030
22	50,000
23	48,620
24	47,000
25	45,000
Average	58,758

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TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS: REGISTRAR		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	75,050	11	53,400	23	40,776
2	71,900	12	52,200	24	40,280
3	62,100	13	50,004	25	39,795
4	61,835	14	50,000	26	36,826
5	60,000	15	49,305	Average	53,739
6	59,700	16	49,290		
7	57,900	17	48,946		
8	57,800	18	48,468	STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER	
9	57,800	19	48,300	RANK	SALARY
10	57,492	20	47,532	1	113,490
11	56,966	21	47,425	2	100,672
12	(55,946)	22	47,400	3	89,031
13	55,776	23	44,000	4	88,740
14	53,400	24	40,823	5	87,967
15	53,230	25	40,580	6	84,775
16	52,080	26	36,598	7	83,995
17	50,938	27	36,500	8	83,520
18	50,000	28	36,150	9	77,760
19	49,692	Average	50,416	10	74,160
20	49,305			11	72,705
21	49,238	STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		12	67,000
22	48,000	RANK	SALARY	13	65,100
23	47,000	1	85,500	14	64,061
24	46,605	2	78,938	15	63,017
25	45,275	3	71,400	16	62,281
26	44,220	4	70,193	17	62,240
27	43,100	5	65,050	18	60,300
Average	54,531	6	61,000	19	57,852
		7	60,850	20	56,200
		8	59,882	21	55,300
		9	58,188	22	53,772
		10	57,800	23	48,979
		11	57,216	24	37,068
		12	57,204	Average	71,249
		13	56,100		
		14	54,121		
		15	46,960		
		16	46,535		
		17	42,900		
		18	42,900		
		19	42,261		
		20	42,000		
		21	41,536		
		22	40,992		

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	67,792
2	61,900
3	60,163
4	59,000
5	58,586
6	57,100
7	56,410
8	55,776
9	54,000
10	54,000

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TABLE II (Continued)
—CHICAGO REGION—

OPERATIONS OFFICERS:

ADMINISTRATIVE VICE PRESIDENT	
RANK	SALARY
1	(89,950)
2	84,900
3	84,555
4	83,000
5	81,000
6	76,380
7	74,381
8	(72,685)
9	(70,800)
10	67,000
Average	78,465

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	96,840
2	95,000
3	78,000
4	(72,685)
5	71,448
Average	82,795

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	81,000
2	80,200
3	(75,000)
4	74,544
5	73,638
6	69,240
7	65,790
8	63,850
9	63,500
10	60,759
11	60,750
12	60,000
13	53,859

RANK	SALARY
14	49,500
15	48,820
16	48,748
Average	64,325

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	81,000
2	77,880
3	73,440
4	69,238
5	69,225
6	68,500
7	(67,788)
8	66,560
9	66,400
10	66,000
11	64,896
12	60,085
13	59,500
14	57,651
15	56,928
16	52,000
17	51,156
18	40,280
19	39,500
20	39,323
21	23,500
Average	59,564

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	81,000
2	64,000
3	61,100
4	60,000
5	60,000
6	58,440
7	55,600
8	52,200

RANK	SALARY
9	51,635
10	50,500
11	49,000
12	47,167
13	43,661
14	43,200
15	42,558
Average	54,671

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	84,000
2	78,000
3	76,799
4	71,037
5	69,000
6	69,000
7	68,700
8	68,569
9	67,450
10	63,000
11	62,701
12	61,215
13	60,156
14	59,808
15	59,400
16	59,250
17	57,150
18	57,000
19	56,696
20	56,498
21	55,400
22	54,504
23	49,700
24	46,750
Average	62,991

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TABLE II (Continued)
—CHICAGO REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	63,400
2	59,500
3	58,830
4	58,600
5	58,500
6	55,000
7	54,000
8	53,050
9	52,000
10	51,893
11	50,500
12	50,300
13	49,000
14	48,911
15	47,900
16	47,600
17	47,059
18	46,104
19	45,120
20	43,972
21	43,954
22	42,918
23	41,316
24	34,125
25	32,200
Average	49,430

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	(85,000)
2	82,356
3	82,000
4	80,796
5	76,200
6	75,000
7	72,500
8	(65,000)
9	59,460
Average	75,368

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	87,128
2	77,600
3	68,000
4	67,400
5	67,000
Average	73,426

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	59,000
2	55,800
3	55,324
4	55,080
5	54,705
6	54,659
7	54,500
8	53,500
9	52,068
10	49,220
11	45,768
12	45,400
13	44,000
14	43,500
15	39,000
16	37,000
17	36,414
18	35,749
Average	48,372

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	89,160
2	(75,000)
3	69,500
4	(67,788)
5	66,415

RANK	SALARY
6	55,000
7	49,980
8	47,579
9	47,230
10	34,270
Average	60,192

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	130,000
2	96,360
3	(85,000)
4	76,572
5	76,200
6	73,563
7	73,400
8	70,941
9	67,080
Average	83,235

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	79,560
2	68,900
3	65,500
4	56,176
5	55,600
6	53,904
7	52,804
8	48,600
9	47,707
10	44,545
11	38,800
Average	55,645

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TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	93,600
2	65,620
3	55,565
4	54,450
5	53,313
6	50,064
7	47,000
8	46,550
9	46,000
10	42,727
11	41,553
12	37,737
13	36,000
14	35,754
15	35,200
16	33,144
17	32,352
18	32,588
19	30,996
20	30,024
Average	45,042

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	111,120
2	104,486
3	74,709
4	61,500
Average	87,954

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	102,500
2	95,500
3	93,100
4	87,128
5	82,998

RANK	SALARY
6	82,000
7	77,800
8	70,400
Average	86,428

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	84,379
2	74,880
3	66,000
4	65,150
5	62,640
6	62,500
7	60,600
8	59,632
9	58,542
10	58,459
11	54,264
12	53,250
13	53,118
14	52,300
15	50,950
16	49,000
17	48,781
18	47,904
19	46,764
20	42,470
21	38,050
22	37,395
Average	55,774

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	67,900
2	62,850
3	59,436
4	58,293
5	57,650
6	56,800
7	55,124

RANK	SALARY
8	54,768
9	53,916
10	52,000
11	51,200
12	51,000
13	49,502
14	47,500
15	41,550
16	41,172
17	40,400
18	37,050
Average	52,117

DEANS:
AGRICULTURE

RANK	SALARY
1	112,450
2	105,000
3	102,100
4	98,900
5	74,210
Average	98,532

DEANS:
ARCHITECTURE

RANK	SALARY
1	96,120
2	93,745
3	93,028
4	86,656
5	80,000
6	72,567
7	70,955
Average	84,724

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TABLE II (Continued)
—CHICAGO REGION—

DEANS:		RANK		SALARY		RANK		SALARY	
ARTS AND SCIENCES									
RANK	SALARY								
1	125,307	18		80,695		4		93,120	
2	120,000	19		80,592		5		89,000	
3	108,825	20		79,988		6		87,000	
4	99,544	21		79,500		7		86,430	
5	90,000	22		78,947		8		85,040	
6	87,500	23		77,500		9		84,534	
7	87,415	24		75,100		10		84,300	
8	86,000	25		72,000		11		84,300	
9	85,600	26		70,000		12		84,220	
10	85,500	27		67,476		13		79,832	
11	85,224	Average		89,939		14		78,000	
12	84,000	DEANS:				15		76,000	
13	83,978	CONTINUING EDUCATION				16		75,516	
14	82,650	RANK		SALARY		17		74,900	
15	81,063	1		102,500		18		74,520	
16	79,800	2		82,500		19		74,481	
17	72,864	3		81,000		20		72,867	
18	72,500	4		78,459		21		69,600	
19	69,000	5		77,100		22		67,800	
20	57,750	6		76,920		23		67,389	
Average	87,226	7		76,000		24		67,000	
		8		73,000		25		65,000	
		9		72,803		26		64,200	
		10		72,800		Average		80,202	
		11		72,048					
		12		71,455		DEANS:			
		13		71,000		ENGINEERING			
		14		70,283		RANK		SALARY	
		15		69,390		1		125,278	
		16		66,072		2		110,520	
		17		65,964		3		109,415	
		18		60,500		4		105,437	
		19		60,276		5		105,000	
		20		54,000		6		102,825	
		21		52,000		7		101,000	
		22		39,600		8		100,900	
		Average		70,258		9		98,700	
		DEANS:				10		95,000	
		EDUCATION				11		94,764	
		RANK		SALARY		12		92,530	
		1		102,500		13		91,700	
		2		99,700		14		84,600	
		3		98,000		15		81,998	

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

DEANS:

ENGINEERING

RANK	SALARY
16	80,000
17	79,000
18	77,396
19	76,000
20	74,868
Average	94,347

RANK	SALARY
14	65,208
15	63,600
16	60,000
17	55,500
Average	75,503

DEANS:

HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	89,000
2	82,080
3	78,500
4	67,932
5	63,220
6	60,000
7	53,100
Average	70,547

DEANS:

HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	97,417
2	90,296
3	80,850
4	79,000
5	73,800
6	72,500
7	71,800
8	34,700
Average	75,045

DEANS:

HOME ECONOMICS

RANK	SALARY
1	89,300
2	89,100
3	88,680
4	78,500
5	53,943
Average	79,905

DEANS:

JOURNALISM/
COMMUNICATION

RANK	SALARY
1	93,500
2	85,700
3	80,280
4	79,000
5	76,952
6	58,000
Average	78,905

DEANS:

LAW

RANK	SALARY
1	125,000
2	128,400
3	123,000
4	120,000
5	118,880
6	116,000
7	108,250
8	107,395
9	103,000
10	98,088
11	95,736
12	90,972
13	85,000
Average	109,963

DEANS:

LIBERAL ARTS

RANK	SALARY
1	92,000
2	72,036
3	60,000
Average	74,619

DEANS:

LIBRARY SCIENCE

RANK	SALARY
1	89,068
2	79,000
3	73,500

(Continued)

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TABLE II (Continued)
—CHICAGO REGION—

(Continued)		RANK		SALARY		RANK		SALARY	
DEANS:		4		63,780		5		119,600	
LIBRARY SCIENCE		Average		90,975		6		114,700	
RANK	SALARY					7		108,360	
4	70,200					8		107,100	
5	55,916					9		99,000	
Average	73,537					Average		133,505	
DEANS:		DEANS:							
MUSIC		SOCIAL WORK				MEDICAL DEANS:			
RANK	SALARY	RANK		SALARY		NURSING			
1	99,000	1		121,429		RANK		SALARY	
2	94,925	2		89,400		1		113,255	
3	92,746	3		84,250		2		98,000	
4	76,920	4		83,760		3		97,482	
5	74,050	5		80,250		4		93,900	
6	67,890	6		70,200		5		92,160	
Average	84,255	Average		88,215		6		91,505	
DEANS:		DEANS:				7		88,945	
		UNIVERSITY COLLEGE/				8		81,300	
		GENERAL COLLEGE				9		79,050	
		RANK		SALARY		10		75,000	
		1		78,400		11		67,776	
		2		74,280		12		61,100	
		3		73,260		Average		86,623	
		4		72,200					
		5		67,000					
		6		61,024					
		Average		71,027					
DEANS:		MEDICAL DEANS:				MEDICAL DEANS:			
PUBLIC AFFAIRS		DENTISTRY				PHARMACY			
RANK	SALARY	RANK		SALARY		RANK		SALARY	
1	102,000	1		109,790		1		115,944	
2	100,000	2		105,960		2		105,840	
3	90,120	3		100,775		3		98,900	
Average	97,373	4		96,300		4		96,547	
DEANS:		5		95,996		5		91,600	
SCIENCE		6		81,540		6		88,922	
RANK	SALARY	Average		98,594		7		74,535	
1	103,950					Average		96,041	
2	96,120								
3	75,049								
4	68,940								
5	61,056								
6	59,510								
Average	77,438								
DEANS:		MEDICAL DEANS:				MEDICAL DEANS:			
SOCIAL AND BEHAV-		MEDICINE				VETERINARY			
IORAL SCIENCES		RANK		SALARY		MEDICINE			
RANK	SALARY	1		198,679		RANK		SALARY	
1	100,500	2		182,100		1		114,110	
2	100,500	3		147,000		2		96,525	
3	99,120	4		125,004		3		96,000	
						4		92,340	
						5		79,026	
						Average		95,600	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
B. EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-three participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
Texas Woman's University
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: PROVOST		RANK	SALARY
RANK	SALARY	RANK	SALARY	4	46,972
1	157,000	1	120,000	5	42,412
2	144,000	2	102,586	6	41,895
3	133,156	3	90,772	7	39,123
4	126,000	4	90,250	8	38,520
5	113,000	5	70,900	9	37,400
6	106,000	Average	94,902	10	33,920
7	105,000	ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		11	33,720
8	103,000	RANK	SALARY	12	32,760
9	100,000	1	81,000	13	28,000
10	100,000	2	73,980	Average	41,007
11	99,225	3	73,100	ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES	
12	94,150	4	70,000	RANK	SALARY
13	85,000	5	69,360	1	103,920
14	83,555	6	69,300	2	95,467
15	74,335	7	68,545	3	75,750
16	74,335	8	66,700	4	74,200
17	74,335	9	66,500	5	71,800
18	59,160	10	65,000	6	70,000
Average	101,736	11	63,600	7	65,725
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		12	62,242	8	(65,375)
RANK	SALARY	13	61,241	9	65,000
1	135,000	14	57,000	10	64,512
2	105,000	15	56,232	11	64,100
3	96,500	16	55,964	12	63,467
4	93,240	17	55,008	13	63,000
5	93,000	18	54,150	14	61,241
6	87,200	19	51,962	15	56,000
7	83,585	20	50,811	16	54,100
8	75,567	21	50,035	17	53,959
9	75,331	22	49,759	18	53,563
10	71,400	23	45,100	19	51,858
11	70,900	Average	61,591	20	51,548
12	70,000	ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		21	50,973
13	69,919	RANK	SALARY	22	50,940
14	67,728	1	57,700	23	50,724
15	67,486	2	51,453	24	50,000
16	64,700	3	49,220	25	49,107
17	61,435			26	48,600
18	61,126			27	45,294
19	60,000			28	44,000
Average	79,427			(Continued)	

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DALLAS REGION—

(Continued)

ACADEMIC OFFICERS:

DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
29	44,000
30	43,356
31	40,222
32	39,922
33	31,767
Average	57,985

BUSINESS/FISCAL OFFICERS:

VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	104,000
2	97,000
3	94,238
4	88,600
5	84,500
6	84,090
7	81,996
8	80,435
9	76,751
10	76,465
11	76,000
12	74,300
13	73,725
14	72,000
15	69,919
16	67,486
17	67,228
18	64,050
19	61,820
20	61,524
21	61,000
Average	77,006

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	71,307
2	69,000
3	68,300

RANK	SALARY
4	63,500
5	62,500
6	56,000
7	55,085
8	55,000
9	51,100
10	50,880
11	48,676
12	47,280
13	46,100
14	44,193
15	44,000
16	42,200
17	40,247
18	39,105
Average	53,026

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	50,700
2	48,000
3	47,160
4	44,280
5	43,252
6	40,600
7	40,355
8	39,420
9	35,304
10	34,000
11	30,414
12	25,524
13	23,868
Average	38,683

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	74,200
2	59,232
3	54,000
4	50,541
5	50,000
6	48,141
7	44,732

RANK	SALARY
8	39,866
9	39,864
10	32,640
Average	49,322

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	58,600
2	56,150
3	50,694
4	50,400
5	46,000
6	45,660
7	44,674
8	44,500
9	44,201
10	43,000
11	40,991
12	40,853
13	40,500
14	40,320
15	38,916
16	38,160
17	37,500
18	36,771
19	35,700
20	34,019
21	32,000
22	28,760
23	26,577
Average	41,519

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	56,084
2	53,600
3	53,000
4	52,860
5	45,864
6	43,050
7	43,000

(Continued)

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DALLAS REGION—

(Continued)
BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
8	42,500
9	42,378
10	41,500
11	41,300
12	35,712
13	35,092
14	32,448
15	30,500
16	26,000
Average	42,181

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	74,200
2	60,680
3	56,000
4	54,639
5	52,440
6	(44,000)
7	43,000
8	42,900
9	40,800
10	33,700
11	31,503
Average	48,533

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	48,204
2	44,000
3	(44,000)
4	37,800
5	37,665
6	32,000
7	31,874
8	31,606
9	30,240
10	30,210
11	29,916

RANK	SALARY
12	28,560
13	24,684
14	24,492
Average	33,947

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	59,100
2	57,000
3	56,300
4	53,004
5	52,500
6	52,328
7	49,020
8	49,960
9	48,886
10	48,750
11	48,000
12	44,540
13	44,000
14	43,100
15	42,384
16	41,790
17	40,200
18	40,078
19	34,657
20	28,776
21	24,376
Average	45,607

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	89,000
2	83,200
3	80,360
4	78,996
5	75,000
6	74,650
7	73,048
8	71,478
9	70,000
10	68,500

RANK	SALARY
11	67,265
12	64,422
13	64,000
14	63,700
15	63,560
16	62,130
17	60,900
18	56,000
Average	70,345

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	66,254
2	58,580
3	55,008
4	51,000
5	50,100
6	48,989
7	46,884
8	46,500
9	45,676
10	44,040
11	44,038
12	42,680
13	42,412
14	41,000
15	40,786
16	35,938
Average	47,493

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	51,100
2	48,723
3	46,184
4	44,500
5	44,000
6	39,600
7	36,500

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DALLAS REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
8	33,024
9	32,484
10	31,983
11	24,860
12	21,118
Average	37,840

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	66,500
2	63,000
3	61,600
4	(57,996)
5	54,200
6	(50,000)
7	49,725
8	49,647
9	(49,100)
10	48,873
11	47,547
12	47,520
13	40,023
14	39,672
15	39,500
16	39,312
17	35,789
18	34,804
19	33,004
20	31,880
21	30,000
Average	46,176

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	60,000
2	(57,996)
3	56,321
4	53,116
5	52,000

RANK	SALARY
6	(49,100)
7	48,654
8	45,975
9	45,672
10	45,573
11	45,471
12	45,218
13	43,956
14	42,923
15	41,516
16	40,104
17	40,000
18	40,000
19	39,200
20	33,435
21	32,451
Average	45,651

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	57,108
2	52,000
3	50,000
4	50,000
5	49,759
6	46,884
7	45,218
8	43,000
9	42,000
10	1,200
11	1,696
12	1,200
13	35,748
14	35,681
15	35,156
16	34,382
17	34,190
18	32,798
19	32,209
20	31,500
21	27,740
22	26,917
Average	40,063

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	66,500
2	52,536
3	52,341
4	51,194
5	48,900
6	48,500
7	47,700
8	43,744
9	39,755
10	37,136
11	36,762
12	36,744
13	32,640
14	31,974
15	31,463
16	30,749
17	30,295
18	30,000
19	29,000
20	28,453
21	26,000
Average	39,637

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	85,170
2	71,750
3	71,256
4	70,350
5	69,200
6	68,600
7	67,789
8	65,254
9	62,200
10	59,916
11	56,695
12	55,697
13	52,350
14	50,677

(Continued)

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
15	45,000
16	35,332
17	30,960
18	27,036
Average	58,013

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	90,000
2	84,000
3	75,355
4	71,449
5	69,919
6	68,383
7	67,265
8	61,422
Average	73,474

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	80,708
2	79,040
3	64,588
4	59,030
5	59,000
6	53,560
7	48,728
8	47,700
Average	61,544

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	58,486
2	58,000
3	57,720

RANK	SALARY
4	57,400
5	56,160
6	55,043
7	53,550
8	50,000
9	48,474
10	47,000
11	46,677
12	43,000
13	35,400
14	31,456
Average	49,883

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	58,600
2	45,866
3	39,500
4	39,000
Average	45,742

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	76,560
2	70,959
3	66,950
4	64,100
5	63,744
6	59,705
7	58,500
8	57,000
9	56,000
10	54,750
11	52,003
12	51,246
13	50,625
14	50,133
15	48,500
16	48,312
17	46,865

RANK	SALARY
18	46,247
19	45,825
20	40,228
21	38,767
22	37,627
Average	53,848

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	58,830
2	52,500
3	50,004
4	49,650
5	49,299
6	45,208
7	43,870
8	40,874
9	40,100
10	40,000
11	38,636
12	37,500
13	36,852
14	36,773
15	35,000
16	34,786
17	27,720
Average	42,206

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	82,000
2	75,355
3	72,451
4	69,300
5	68,000
6	66,300
7	63,700
8	42,350
Average	67,432

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TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	60,000
2	58,200
3	55,000
4	51,912
5	50,780
6	49,831
7	48,030
8	47,502
9	45,218
10	43,215
11	41,519
12	40,599
13	34,356
14	33,578
15	33,001
16	32,800
Average	45,344

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	93,600
2	90,200
3	85,500
4	82,000
5	59,000
6	55,480
Average	77,630

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	66,951
2	62,600
3	59,996
4	56,245
5	49,713
6	49,470
7	49,266
8	42,000

RANK	SALARY
9	35,000
10	33,950
Average	50,519

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	61,800
2	58,265
3	55,000
4	54,000
5	53,000
6	49,800
7	45,528
8	43,825
9	42,264
10	39,500
11	35,000
12	31,438
13	31,000
14	28,652
15	27,965
Average	43,806

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	81,147
2	70,764
3	69,351
4	51,965
5	43,536
Average	63,353

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	94,000
2	85,500
3	68,300
Average	82,600

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	100,800
2	82,000
3	73,000
4	72,785
5	67,266
Average	79,170

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	92,724
2	87,300
3	69,086
4	63,140
5	61,000
6	57,997
7	55,500
8	55,200
9	55,080
10	49,028
11	47,400
12	44,640
13	41,500
14	41,223
15	39,300
16	36,225
17	30,469
Average	54,518

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	60,000
2	52,000
3	51,874
4	50,624
5	50,605
6	49,800

(Continued)

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TABLE II (Continued)
—DALLAS REGION—

(Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
7	49,686
8	48,500
9	48,000
10	43,484
11	42,900
12	40,700
13	(38,755)
14	37,165
15	36,400
16	31,678
Average	45,761

DEANS:

ARTS AND SCIENCES

RANK	SALARY
1	91,900
2	88,800
3	88,500
4	88,000
5	82,000
6	78,000
7	72,211
8	70,776
9	65,736
10	65,000
11	61,925
12	54,000
Average	75,571

DEANS:

CONTINUING EDUCATION

RANK	SALARY
1	74,000
2	70,776
3	66,250
4	64,968
5	61,925
6	57,962
7	56,023
8	44,291
9	41,501
Average	59,744

DEANS:

EDUCATION

RANK	SALARY
1	102,720
2	90,100
3	90,000
4	85,000
5	78,000
6	73,500
7	73,300
8	72,566
9	70,776
10	68,420
11	68,075
12	65,736
13	65,307
14	64,968
15	64,713
16	61,950
17	61,925
18	58,800
19	56,000
20	55,710
21	54,994
22	53,000
Average	69,798

DEANS:

AGRICULTURE

RANK	SALARY
1	150,000
2	91,900
3	90,000
4	82,000
5	70,776
6	70,000
7	69,000
8	53,189
9	52,000
Average	80,985

DEANS:

BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	140,000
2	129,600
3	125,000
4	115,625
5	95,000
6	89,500
7	88,000
8	83,000
9	78,000
10	78,000
11	76,262
12	70,776
13	65,736
14	64,968
15	64,841
16	63,650
17	61,925
18	60,000
19	58,028
20	58,000
Average	83,296

DEANS:

ARCHITECTURE

RANK	SALARY
1	104,332
2	94,500
3	79,500
4	75,000
5	73,700
6	72,000
7	71,820
8	70,776
Average	80,204

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

DEANS: ENGINEERING	
RANK	SALARY
1	150,000
2	145,000
3	115,011
4	105,000
5	104,800
6	94,000
7	92,000
8	88,000
9	87,996
10	85,000
11	84,000
12	80,703
13	73,865
14	70,776
15	69,500
16	65,931
17	63,222
Average	92,636

DEANS: FINE ARTS	
RANK	SALARY
1	97,000
2	72,439
3	67,400
4	66,300
5	64,305
6	(64,000)
Average	71,907

DEANS: GRADUATE	
RANK	SALARY
1	101,000
2	92,220
3	83,600
4	82,000
5	82,000
6	72,996
7	71,086
8	70,776
9	61,925

RANK	SALARY
10	60,850
11	56,354
12	52,400
13	51,000
14	49,822
Average	70,574

DEANS: HEALTH-RELATED PROFESSIONS	
RANK	SALARY
1	90,667
2	(69,966)
3	64,927
4	55,000
Average	70,140

DEANS: HOME ECONOMICS	
RANK	SALARY
1	76,360
2	69,996
3	65,120
4	51,550
Average	65,757

DEANS: LAW	
RANK	SALARY
1	150,000
2	125,000
3	115,400
4	86,511
5	81,500
6	73,725
Average	105,356

DEANS: LIBERAL ARTS	
RANK	SALARY
1	122,000
2	103,680
3	81,000
4	65,866
5	64,269
6	62,000
Average	79,402

DEANS: LIBRARY SCIENCE	
RANK	SALARY
1	83,000
2	73,000
3	63,700
4	62,398
Average	70,525

DEANS: SCIENCE	
RANK	SALARY
1	115,000
2	113,004
3	94,500
4	93,280
5	84,800
6	77,000
7	73,394
8	63,600
9	62,370
10	53,528
Average	83,048

DEANS: SOCIAL AND BEHAVIORAL SCIENCES	
RANK	SALARY
1	91,600
2	84,800
3	(58,857)
Average	78,419

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DALLAS REGION—

DEANS:

SOCIAL WORK

RANK	SALARY
1	94,500
2	75,000
3	72,400
4	65,432
Average	76,833

MEDICAL DEANS:

MEDICINE

RANK	SALARY
1	166,000
2	115,987
3	98,385
Average	126,457

MEDICAL DEANS:

PHARMACY

RANK	SALARY
1	121,000
2	95,500
3	91,178
4	66,000
Average	93,420

DEANS:

UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	103,680
2	75,000
3	67,638
4	67,100
5	60,000
6	60,000
Average	72,236

MEDICAL DEANS:

NURSING

RANK	SALARY
1	97,000
2	74,000
3	73,800
4	(69,966)
5	66,000
6	60,117
Average	73,481

MEDICAL DEANS:

VETERINARY
MEDICINE

RANK	SALARY
1	130,000
2	98,500
3	84,996
Average	104,499

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	109,000
2	105,552
3	101,200
4	99,567
5	96,000
6	89,804
7	86,000
8	78,156
9	76,220
10	74,778
11	73,250
12	70,000
Average	88,294

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	101,640
2	95,957
3	87,500
4	82,000
5	75,000
6	71,600
7	70,000
8	(66,354)
9	65,000
10	64,600
11	63,900
Average	76,685

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	98,004
2	90,100
3	81,000
4	(66,354)
Average	83,865

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	85,490
2	68,594
3	62,760
4	62,100
5	60,000
6	56,370
7	52,500
8	50,000
9	50,000
10	50,000
11	50,000
12	45,478
13	40,511
Average	56,446

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	54,522
2	53,500
3	44,700
4	37,200
5	35,500
6	35,300
7	34,400
8	31,500
9	29,556
10	27,500
11	24,484
Average	37,106

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	75,923
2	72,816
3	60,800
4	56,000
	55,440

RANK	SALARY
6	54,000
7	50,040
8	49,400
9	48,900
10	45,759
11	44,616
12	42,660
13	39,575
14	39,100
Average	52,645

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	82,500
2	80,906
3	75,000
4	75,000
5	70,000
6	69,000
7	65,500
8	56,288
9	54,000
10	44,000
Average	67,219

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	64,400
2	61,657
3	60,000
4	52,595
5	51,500
6	42,400
7	39,520
8	37,270
9	37,068
10	29,000
Average	47,541

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-RELATED DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DENVER REGION—

**BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR**

RANK	SALARY
1	49,040
2	46,000
3	30,500
Average	41,847

RANK	SALARY
7	26,832
8	21,600
Average	36,017

RANK	SALARY
10	34,000
11	32,000
12	28,682
Average	44,246

**BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER**

RANK	SALARY
1	67,387
2	55,000
3	47,400
4	34,900
5	30,057
6	26,535
Average	43,547

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	66,462
2	61,800
3	56,724
4	56,000
5	55,321
6	52,600
7	51,000
8	41,600
9	36,000
10	22,750
Average	50,026

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	81,600
2	68,500
3	63,000
4	60,756
5	60,600
6	60,500
7	60,000
8	45,000
Average	62,495

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	53,647
2	48,500
3	41,600
4	40,200
5	37,500
6	35,069
7	33,096
8	31,550
9	26,340
10	26,000
11	23,665
Average	36,106

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	53,647
2	(50,000)
3	40,500
4	39,660
5	29,364
6	27,648
7	25,850
8	24,500
Average	36,396

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	59,000
2	57,000
3	55,570
4	47,648
5	45,500
6	44,650
7	43,284
8	42,000
Average	49,332

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	54,228
2	44,000
3	43,500
4	36,557
5	32,000
6	29,420

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	57,952
2	57,000
3	55,500
4	52,600
5	(50,000)
6	46,116
7	46,000
8	36,000
9	35,100

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	48,620
2	35,529
3	34,300
4	26,076
Average	36,131

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	60,375
2	51,800
3	48,000
4	46,176
5	40,740
6	39,966
7	36,876
8	36,696
9	32,380
10	30,000
11	28,952
12	27,000
Average	39,913

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	50,274
2	48,023
3	48,000
4	47,000
5	44,348
6	41,300
7	38,787
8	38,640
9	36,024
10	32,645
11	32,350
12	30,096
Average	40,624

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	65,720
2	50,400
3	46,000
4	41,700
5	39,072
6	37,750
7	37,200

RANK	SALARY
8	37,000
9	36,470
10	30,000
11	29,813
12	26,800
Average	39,327

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	73,360
2	50,000
3	46,523
4	45,860
5	41,112
6	35,750
7	34,563
8	34,500
9	34,138
10	32,832
11	19,238
Average	40,625

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	84,756
2	80,000
3	76,925
4	61,578
5	59,099
6	54,810
7	48,000
8	40,000
9	32,566
Average	59,748

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	83,370
2	60,600

RANK	SALARY
3	60,000
4	54,000
Average	64,493

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	78,980
2	59,000
3	42,000
4	33,200
Average	53,295

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	60,000
2	55,680
3	55,000
4	48,456
5	32,600
Average	50,347

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	61,000
2	56,000
3	50,712
4	47,500
5	47,068
6	43,200
7	42,309
8	39,300
9	34,500
Average	46,843

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DENVER REGION—

OPERATIONS OFFICERS:

DIRECTOR OF PUBLIC SAFETY	
RANK	SALARY
1	55,390
2	53,300
3	41,748
4	33,476
5	28,855
6	27,584
7	25,000
Average	37,936

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	84,825
2	71,250
3	67,000
4	55,000
5	48,552
Average	65,325

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	56,700
2	56,044
3	52,138
4	47,300
5	46,800
6	41,450
7	(32,579)
8	30,250
Average	45,408

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	63,000
2	60,000
3	57,200

RANK	SALARY
4	54,800
5	50,000
6	48,960
7	43,703
8	33,280
Average	51,368

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	62,500
2	52,193
3	39,300
4	37,500
5	36,120
6	35,368
7	34,000
8	33,570
9	25,956
Average	39,612

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	73,600
2	68,000
3	53,776
Average	65,125

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	76,464
2	75,015
3	63,000
4	55,812
Average	67,573

RESEARCH OFFICERS:

DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	66,117
2	56,800
3	53,200
4	50,000
5	35,508
6	34,500
Average	49,354

RESEARCH OFFICERS:

DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	(66,000)
2	53,200
3	49,500
4	47,250
5	33,815
6	30,000
Average	46,628

DEANS:

AGRICULTURE

RANK	SALARY
1	74,268
2	73,200
3	66,600
4	61,160
5	61,000
Average	67,246

DEANS:

ARCHITECTURE

RANK	SALARY
1	80,000
2	74,970
3	60,120
4	(53,100)
Average	67,048

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—DENVER REGION—

DEANS:

ARTS AND SCIENCES	
RANK	SALARY
1	83,000
2	80,000
3	75,000
4	74,676
5	60,000
6	59,509
7	56,500
8	52,000
Average	67,586

DEANS:

BUSINESS/INDUSTRIAL MANAGEMENT	
RANK	SALARY
1	94,000
2	93,039
3	92,727
4	74,904
5	70,000
6	67,600
7	66,000
8	63,988
9	59,500
10	57,000
11	51,200
Average	72,723

DEANS:

CONTINUING EDUCATION	
RANK	SALARY
	70,036
2	60,000
3	56,600
4	55,440
5	46,260
6	45,700
7	44,687
8	43,678
9	42,840
10	32,407
Average	49,765

DEANS:

EDUCATION	
RANK	SALARY
1	80,504
2	80,000
3	73,680
4	70,500
5	64,400
6	61,000
7	58,200
8	57,500
9	56,000
10	52,500
11	51,200
Average	64,135

DEANS:

ENGINEERING	
RANK	SALARY
1	116,000
2	82,200
3	76,008
4	75,800
5	74,583
6	70,000
7	61,440
8	61,010
9	58,000
Average	75,005

DEANS:

FINE ARTS	
RANK	SALARY
1	55,636
2	54,000
3	(53,100)
4	52,600
5	51,000
Average	53,267

DEANS:

GRADUATE	
RANK	SALARY
1	84,500
2	73,517
3	70,000

RANK

SALARY
4 66,696
5 (66,000)
6 65,000
7 56,400
8 55,410
9 53,200
Average 65,636

DEANS:

HUMANITIES	
RANK	SALARY
1	70,440
2	63,500
3	60,500
Average	64,813

DEANS:

LAW	
RANK	SALARY
1	125,333
2	100,000
3	88,560
4	85,000
5	73,436
6	70,000
Average	90,388

MEDICAL DEANS:

NURSING	
RANK	SALARY
1	74,044
2	61,000
3	59,500
4	58,170
Average	63,179

MEDICAL DEANS:

PHARMACY	
RANK	SALARY
1	86,265
2	63,000
3	63,000
4	52,300
Average	66,141

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
FALL 1988-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	143,000
2	110,000
3	106,000
4	104,200
5	104,000
6	98,700
7	98,700
8	97,000
9	92,550
10	89,900
Average	104,405

RANK	SALARY
4	69,060
5	67,663
6	65,000
7	61,014
8	59,000
9	57,000
10	57,200
11	53,600
Average	65,766

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	106,300
2	91,600
3	88,008
4	84,200
5	81,000
6	71,450
7	70,000
8	69,700
9	69,513
10	61,975
Average	79,375

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	69,975
2	51,850
3	48,105
4	46,635
5	46,500
6	42,660
7	40,000
8	35,000
9	26,835
Average	45,284

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	66,500
2	64,500
3	58,850
4	57,000
5	55,297
6	49,500
7	48,300
8	47,000
9	46,746
Average	54,855

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	95,400
2	93,200
3	87,000
4	85,000
5	84,300
6	84,000
7	83,625
8	73,628
Average	85,769

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	86,720
2	85,130
3	75,600
4	73,776
5	69,240
6	63,250
7	56,750
8	56,350
9	53,578
10	51,500
11	51,250
12	49,935
13	43,439
14	41,795
Average	61,303

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	58,000
2	32,160
3	31,750
4	31,709
Average	38,405

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	119,000
2	93,828
3	87,434
Average	100,087

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	84,165
2	75,225
3	73,500

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS/FISCAL OFFICERS:

BUSINESS MANAGER	
RANK	SALARY
1	54,700
2	44,800
3	42,597
4	39,421
Average	45,380

BUSINESS/FISCAL OFFICERS:

DIRECTOR OF PURCHASING	
RANK	SALARY
1	49,901
2	49,500
3	47,000
4	43,200
5	38,895
6	35,357
7	33,720
8	33,644
9	33,400
10	29,900
Average	39,452

BUSINESS/FISCAL OFFICERS:

INTERNAL AUDITOR	
RANK	SALARY
1	56,173
2	44,000
3	43,140
4	43,100
5	36,000
Average	44,483

BUSINESS/FISCAL OFFICERS:

BUDGET OFFICER	
RANK	SALARY
1	61,500
2	56,150
3	51,600
4	50,000
5	50,000
6	43,800
7	40,920
8	38,750
Average	49,090

BUSINESS/FISCAL OFFICERS:

DIRECTOR OF PAYROLL	
RANK	SALARY
1	50,661
2	48,097
3	38,675
4	34,350
5	32,657
6	32,220
7	31,700
8	26,500
9	25,452
10	22,418
Average	34,273

BUSINESS/FISCAL OFFICERS:

DIRECTOR OF PERSONNEL	
RANK	SALARY
1	61,100
2	61,000
3	54,600
4	48,600
5	48,216
6	47,500
7	47,000
8	45,500
9	45,000
10	40,700
11	40,635
Average	49,077

STUDENT AFFAIRS OFFICERS:

VICE PRESIDENT FOR STUDENT AFFAIRS	
RANK	SALARY
1	91,000
2	(88,008)
3	85,800
4	81,554
5	78,600
6	75,765
7	72,000
8	67,000
9	66,525

RANK	SALARY
10	64,155
11	62,000
Average	75,673

STUDENT AFFAIRS OFFICERS:

DEAN OF STUDENT AFFAIRS	
RANK	SALARY
1	64,800
2	59,400
3	59,278
4	55,000
Average	59,620

STUDENT AFFAIRS OFFICERS:

DEAN OF INTERNATIONAL STUDENTS	
RANK	SALARY
1	53,937
2	53,581
3	42,500
4	35,716
5	34,000
6	32,900
7	27,648
8	25,375
Average	38,207

STUDENT AFFAIRS OFFICERS:

DIRECTOR OF ADMISSIONS	
RANK	SALARY
1	52,400
2	(50,076)
3	49,350
4	48,348
5	47,138
6	46,300
7	46,000
8	43,681
9	43,000
10	40,000
11	38,500
Average	45,890

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	58,832
2	52,646
3	52,150
4	(50,076)
5	48,387
6	46,700
7	44,700
8	40,000
9	38,855
10	37,350
Average	46,970

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	59,800
2	51,000
3	50,000
4	47,244
5	43,200
6	40,000
7	39,600
8	39,259
9	35,902
10	30,653
Average	43,666

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	76,600
2	59,750
3	58,320
4	56,700
5	54,500
6	52,100
7	48,456
8	37,000
9	30,600
Average	52,670

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	87,900
2	86,600
3	85,908
4	63,605
5	59,700
6	56,700
7	39,590
8	33,238
9	32,839
Average	60,631

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	75,000
2	75,000
3	58,695
Average	69,565

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	76,500
2	72,200
3	71,400
4	64,788
5	64,000
6	43,368
Average	65,376

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	58,500
2	52,188
3	51,577
4	50,100

RANK	SALARY
5	48,510
6	36,250
Average	49,521

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	63,005
2	61,280
3	61,000
4	59,400
5	58,000
6	55,800
7	52,000
8	51,972
9	47,690
Average	56,683

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	51,096
2	46,300
3	44,050
4	43,920
5	40,000
6	39,818
7	38,700
8	30,006
9	28,949
Average	40,315

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	(88,008)
2	82,000
3	73,630
4	66,091
Average	77,432

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	72,610
2	62,000
3	54,750
4	54,000
5	51,200
6	48,000
7	45,995
8	43,680
9	43,439
10	39,500
11	34,008
Average	49,926

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	67,000
2	66,150
3	66,000
4	60,200
5	52,000
Average	62,270

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	78,600
2	78,000
3	67,500
4	62,700
Average	71,700

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,000
2	67,000
3	45,600
4	41,600
5	38,110
Average	56,462

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	59,850
2	54,500
3	53,000
4	50,700
5	48,500
6	38,750
7	36,000
8	34,632
Average	46,992

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	82,000
2	77,604
3	44,000
Average	67,868

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	89,300
2	87,640
3	(78,245)
Average	83,720

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	83,844
2	64,320
3	62,500
4	56,711
5	53,200
6	41,800
7	40,738
8	40,195
Average	55,421

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	62,600
2	56,710
3	55,533
4	49,000
5	46,000
6	41,300
7	39,502
Average	50,092

DEANS:
AGRICULTURE

RANK	SALARY
1	93,000
2	88,400
3	86,000
4	83,000
Average	87,735

DEANS:
ARCHITECTURE

RANK	SALARY
1	80,052
2	73,150
3	71,550
Average	74,917

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	98,884
2	94,500
3	85,764
4	80,000
5	80,000
6	74,962
7	74,416
8	71,650
9	64,859
Average	80,550

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	88,630
2	88,400
3	87,400
4	87,200
5	80,721
6	74,416
7	74,000
8	73,401
9	66,537
Average	80,078

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	76,500
2	72,916
3	72,275
4	64,400
5	57,093
6	54,500
Average	66,281

DEANS:
EDUCATION

RANK	SALARY
1	97,443
2	81,450

RANK	SALARY
3	79,980
4	78,200
5	78,000
6	74,416
7	74,000
8	73,150
9	66,240
10	64,050
Average	76,693

DEANS:
ENGINEERING

RANK	SALARY
1	96,000
2	94,000
3	91,000
4	87,000
5	82,250
6	82,000
7	81,480
Average	87,676

DEANS:
FINE ARTS

RANK	SALARY
1	71,550
2	65,500
3	64,922
Average	67,324

DEANS:
GRADUATE

RANK	SALARY
1	81,924
2	76,209
3	72,129
4	63,000
5	60,929
6	60,873
7	57,000
Average	67,438

DEANS:
HOME ECONOMICS

RANK	SALARY
1	90,858
2	81,300
3	79,668
4	68,512
Average	80,085

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	81,280
2	77,500
3	67,725
Average	75,502

DEANS:
LAW

RANK	SALARY
1	105,200
2	91,050
3	84,060
Average	93,417

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The thirteen participating universities from these combined regions are as follows:

City University of New York
Graduate School and University Center
New Jersey Institute of Technology
State University of New York - Albany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York -
Environmental Science
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	144,450
2	127,000
3	115,000
4	115,000
5	115,000
6	115,000
7	110,000
8	105,500
9	97,002
10	96,813
11	90,800
12	90,000
Average	110,130

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	101,000
2	93,000
3	90,550
4	87,720
5	86,000
6	85,965
7	79,000
Average	89,034

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	117,500
2	115,000
3	110,000
4	93,000
5	92,443
6	85,965
7	85,097
Average	99,859

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	94,600
2	78,498
3	77,470
4	75,500
5	74,765
6	73,000
7	70,348
8	70,000
9	69,500
10	62,375
Average	74,606

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	66,234
2	65,000
3	64,296
4	64,085
5	60,507
6	(50,213)
7	48,655
8	47,229
9	47,000
10	43,100
11	33,823
12	36,010
Average	52,596

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	86,475
2	84,500
3	84,000
4	82,500
5	74,362
6	71,072
7	70,315

RANK	SALARY
8	68,355
9	67,186
10	65,355
11	60,410
12	55,974
13	55,100
14	49,140
15	38,420
Average	67,544

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	105,000
2	86,200
3	85,458
4	84,405
5	84,246
6	83,359
7	81,800
8	81,712
9	76,000
Average	85,353

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	76,500
2	70,153
3	66,000
4	61,500
5	60,485
6	55,000
7	50,022
Average	62,809

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS/FISCAL OFFICERS:

TREASURER OR BURSAR

RANK	SALARY
1	49,380
2	46,233
3	42,000
4	38,236
5	37,238
6	36,295
Average	41,564

BUSINESS/FISCAL OFFICERS:

BUSINESS MANAGER

RANK	SALARY
1	74,765
2	62,730
3	61,947
4	36,030
Average	58,868

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	63,000
2	55,484
3	54,000
4	46,550
5	45,300
6	43,280
7	41,300
8	40,466
9	35,959
10	35,560
Average	46,140

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	59,197
2	55,200
3	55,000
4	54,397
5	49,441
6	49,304

RANK

SALARY

7	43,950
8	41,500
Average	50,999

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	79,225
2	71,500
3	67,236
4	64,826
5	61,050
6	58,212
7	56,320
8	54,689
9	54,498
10	52,200
11	48,480
Average	60,749

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	51,000
2	50,685
3	46,403
4	42,751
5	39,300
6	38,593
7	28,059
Average	42,399

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	64,000
2	63,989
3	63,300
4	63,274
5	63,000
6	58,795
7	58,700
8	56,000
9	54,986

RANK

SALARY

10	54,451
11	(50,213)
12	46,720
13	45,121
Average	57,119

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	89,640
2	85,357
3	82,000
4	81,090
5	74,788
6	68,693
7	65,185
8	64,228
Average	76,373

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	76,405
2	75,000
3	74,719
4	66,000
5	65,000
6	62,550
7	57,055
8	55,113
Average	66,480

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	51,631
2	39,638
3	38,807
4	19,663
Average	37,435

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	67,000
2	(66,300)
3	66,000
4	60,410
5	59,700
6	58,902
7	58,782
8	56,000
9	55,500
10	53,266
11	49,258
12	47,423
13	47,229
Average	57,367

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	59,042
2	58,810
3	57,709
4	56,492
5	54,001
6	53,517
7	52,308
8	52,000
9	49,097
10	48,274
11	46,206
12	38,488
Average	52,162

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	74,765
2	(66,300)
3	56,750
4	56,022
5	54,498

RANK	SALARY
6	53,900
7	48,760
8	47,837
9	45,010
10	44,000
11	42,950
12	41,935
13	41,000
Average	51,825

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	73,000
2	58,795
3	57,500
4	52,162
5	51,734
6	51,329
7	51,240
8	50,897
9	(48,500)
10	45,000
11	37,626
12	32,136
Average	50,827

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	98,479
2	91,592
3	79,040
4	72,480
5	71,456
6	66,434
7	62,500
8	52,773
9	41,657
10	36,950
Average	67,336

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	96,867
2	89,297
3	89,000
4	84,246
5	83,359
6	81,800
7	75,993
8	74,900
Average	84,433

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	84,450
2	57,200
3	53,500
Average	65,050

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	77,175
2	76,600
3	72,100
4	65,100
5	59,950
6	58,000
7	51,844
8	50,850
9	50,170
10	42,000
11	39,042
12	35,304
Average	56,511

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	74,765
2	70,000
3	70,000
4	61,425
5	57,300
Average	66,698

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	75,000
2	73,451
3	71,200
4	68,700
5	60,331
6	58,795
7	57,154
8	52,000
9	49,953
10	49,100
11	48,900
Average	60,417

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	71,072
2	66,200
3	63,500
4	57,000
5	49,337
6	48,000
7	47,656
8	47,400
9	44,293
10	43,500
11	41,950
12	35,907
Average	51,318

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	79,400
2	79,364
3	77,000
4	70,000
5	70,000
Average	75,153

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	(86,200)
2	(84,357)
3	78,021
Average	82,859

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	74,765
2	70,000
3	59,382
4	59,309
5	57,000
6	55,000
7	52,300
8	50,870
9	48,749
10	46,458
11	41,150
Average	55,908

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	63,000
2	60,000
3	52,800

RANK	SALARY
4	39,238
Average	53,760

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	85,000
2	82,500
3	66,030
Average	77,843

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	92,000
2	69,010
3	59,690
4	58,795
5	53,684
6	45,000
Average	63,030

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	64,000
2	58,609
3	44,000
4	43,359
5	42,377
6	38,000
7	37,500
8	35,356
9	29,400
Average	43,622

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS OFFICERS:

DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	83,805
2	70,000
3	67,500
4	55,000
Average	69,076

RESEARCH OFFICERS:

VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	83,357
2	81,000
3	80,000
4	71,403
5	60,700
Average	75,292

RESEARCH OFFICERS:

DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	65,000
2	59,850
3	57,650
4	55,000
5	54,552
6	50,557
7	45,558
8	44,190
9	40,470
Average	52,536

RESEARCH OFFICERS:

DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	82,688
2	74,662
3	64,000
4	60,576

RANK

SALARY

5	55,500
6	53,856
7	53,500
8	53,162
9	52,210
10	48,800
11	44,467
12	44,201
13	35,360
Average	55,614

DEANS:

AGRICULTURE

RANK	SALARY
1	100,300
2	93,500
3	75,000
4	69,000
Average	84,450

DEANS:

ARTS AND SCIENCES

RANK	SALARY
1	103,816
2	85,000
3	79,550
4	72,000
Average	85,092

DEANS:

BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	108,000
2	102,000
3	93,500
4	86,400
5	80,750
6	76,000
7	70,495
8	66,500
Average	85,456

DEANS:

CONTINUING EDUCATION

RANK	SALARY
1	79,241
2	70,000
3	68,500
4	64,000
5	58,274
6	58,170
7	57,022
8	55,003
9	51,100
Average	62,368

DEANS:

EDUCATION

RANK	SALARY
1	95,040
2	86,431
3	85,358
4	83,500
5	79,491
6	72,021
7	67,500
Average	81,334

DEANS:

ENGINEERING

RANK	SALARY
1	104,597
2	98,500
3	97,562
4	89,790
5	85,000
6	84,857
7	84,811
8	82,339
9	72,250
Average	88,856

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS:
GRADUATE

RANK	SALARY
1	101,173
2	98,700
3	79,996
4	74,000
5	72,000
6	70,000
7	70,000
8	67,250
9	63,000
Average	77,347

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	92,000
2	85,217
3	82,060
4	81,739
5	80,000
Average	84,203

DEANS:
SOCIAL WORK

RANK	SALARY
1	93,917
2	83,921
3	83,300
4	78,344
Average	84,871

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	79,500
2	70,950
3	66,000
Average	72,150

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	128,000
2	103,629
3	92,114
Average	107,914

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	230,000
2	161,000
3	115,416
4	95,500
Average	150,479

MEDICAL DEANS:
NURSING

RANK	SALARY
1	86,357
2	80,000
3	79,165
4	77,000
5	74,000
6	67,500
Average	77,337

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	94,202
2	88,894
3	79,600
Average	87,565

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The twelve participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Temple University
University of Delaware
University of Maryland-Baltimore
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	154,000
2	136,148
3	136,148
4	136,148
5	115,503
6	114,000
7	113,000
8	109,100
9	94,600
10	79,275
Average	118,792

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	(121,000)
2	101,500
3	(97,000)
4	80,000
Average	99,875

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(121,000)
2	105,000
3	104,500
4	103,000
5	(97,000)
6	83,076
7	71,940
Average	97,931

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	85,900
2	84,426
3	78,850
4	76,320

RANK	SALARY
5	72,657
6	71,600
7	68,300
8	68,000
9	57,200
10	51,462
11	46,750
Average	69,224

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	70,000
2	48,700
3	47,500
4	47,200
5	46,500
6	44,821
7	42,500
8	41,500
9	38,000
Average	47,413

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	93,500
2	92,400
3	82,000
4	81,863
5	70,500
6	70,000
7	69,600
8	68,900
9	67,000
10	66,000
11	60,000
12	58,630
13	52,380
14	49,101
15	45,576
16	43,892
Average	66,959

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	123,500
2	113,000
3	94,000
4	88,000
5	87,500
6	70,000
Average	96,000

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	72,422
2	70,200
3	66,700
4	65,900
5	62,460
6	61,000
7	59,000
8	58,644
9	56,272
10	50,520
11	44,295
12	43,600
Average	59,251

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	92,000
2	69,600
3	60,000
4	54,718
5	44,200
6	42,800
7	38,208
8	37,274
9	35,000
Average	52,644

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—PHILADELPHIA REGION—

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	65,734
2	65,000
3	59,000
4	51,500
5	50,520
6	50,520
7	44,000
8	39,053
9	37,508
10	36,345
11	27,146
Average	47,848

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	48,500
2	46,560
3	45,040
4	36,064
5	35,368
6	28,523
7	27,085
8	25,903
9	23,398
Average	35,160

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	73,200
2	64,000
3	58,650
4	55,385
5	55,108
6	52,300
7	42,768
Average	57,344

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	70,000
2	66,500
3	63,700
4	61,700
5	59,300
6	55,231
7	43,600
8	42,513
9	39,648
Average	55,799

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	94,500
2	75,900
3	70,000
4	69,500
5	69,463
6	63,450
7	48,000
8	47,380
9	44,821
10	44,259
11	36,993
Average	60,388

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	82,600
2	67,250
3	51,300
4	47,915
5	32,989
6	32,377
7	26,508
Average	48,706

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	85,900
2	85,000
3	76,783
4	69,000
5	58,000
6	56,000
7	47,160
8	45,000
9	40,434
10	40,000
11	36,156
Average	58,130

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	88,000
2	86,100
3	85,000
4	82,150
5	74,000
6	67,747
7	66,944
8	57,054
9	44,000
Average	72,333

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	67,700
2	62,000
3	61,404
4	60,000
5	58,411
6	56,239
7	53,813
8	50,000
9	49,396
10	41,500
11	40,000
Average	54,588

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	63,000
2	62,485
3	60,350
4	53,750
5	47,500
6	45,700
7	45,200
8	41,000
9	34,000
Average	50,332

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	64,500
2	60,500
3	57,400
4	56,000
5	51,404
6	48,440
7	48,400
8	48,000
9	47,500
10	43,586
11	40,680
12	38,441
Average	50,404

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	57,900
2	51,500
3	51,140
4	46,908
5	43,500
6	42,483
7	42,280
8	39,347
9	37,450
10	35,467

RANK	SALARY
11	35,000
12	33,948
Average	43,077

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	101,000
2	94,500
3	86,200
4	74,754
5	74,004
6	73,800
7	70,000
8	59,400
9	48,540
10	47,970
Average	73,017

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	105,000
2	102,000
3	100,000
4	97,000
5	90,000
6	70,500
7	69,213
Average	90,530

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	112,000
2	74,500
3	68,000
4	62,525
5	53,004
Average	74,206

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	84,000
2	72,500
3	68,650
4	68,500
5	67,000
6	64,500
7	62,500
8	51,459
9	43,404
10	35,000
Average	61,751

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	83,000
2	75,000
3	70,500
Average	76,167

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	72,912
2	71,700
3	64,151
4	53,000
5	51,222
6	46,140
7	43,000
8	39,451
9	38,678
Average	53,362

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—PHILADELPHIA REGION—

OPERATIONS OFFICERS:

DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	90,300
2	78,400
3	70,647
4	69,900
5	69,000
6	64,000
7	57,000
8	55,454
9	48,000
10	46,752
Average	64,945

OPERATIONS OFFICERS:

DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	76,650
2	69,300
3	55,300
4	62,250
5	61,763
6	48,884
7	44,975
8	43,800
9	36,201
10	27,264
11	19,817
Average	50,564

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	92,649
2	90,500
3	85,000
4	85,000
5	79,500
6	(79,100)
7	77,844

RANK	SALARY
8	60,000
9	57,346
Average	78,549

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	66,300
2	57,224
3	47,256
Average	56,927

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	66,000
2	55,385
3	52,000
4	51,000
5	43,873
6	43,757
7	42,280
8	34,957
Average	48,657

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK	SALARY
1	81,000
2	78,000
3	71,000
Average	76,667

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	57,328
2	56,332
3	53,729
Average	55,796

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	110,000
2	103,000
3	95,000
4	(79,100)
Average	96,775

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,219
2	75,000
3	72,000
4	69,047
5	65,000
6	62,392
7	58,415
8	47,637
Average	67,464

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	50,000
2	47,610
3	45,000
4	43,188
5	35,000
6	30,000
Average	41,800

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	106,000
2	105,500
3	71,600
Average	94,367

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—PHILADELPHIA REGION—

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	(104,000)
2	88,700
3	82,658
4	63,860
Average	84,805

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	84,300
2	75,000
3	(72,708)
4	66,000
5	54,873
6	50,000
7	47,976
8	46,209
Average	62,133

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	80,500
2	72,000
3	59,545
4	58,800
5	54,250
6	50,000
7	49,700
8	48,500
9	45,000
10	44,500
11	41,592
Average	54,944

DEANS:
ARCHITECTURE

RANK	SALARY
1	90,800
2	83,100
3	78,200
Average	84,033

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	112,500
2	90,800
3	90,700
4	83,200
5	83,000
6	83,000
7	81,600
8	70,668
9	65,000
Average	84,496

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	125,000
2	110,000
3	110,000
4	100,200
5	99,500
6	97,000
7	73,000
8	70,000
9	66,002
Average	94,522

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	84,000
2	72,000
3	69,636
4	60,358
Average	71,499

DEANS.
EDUCATION

RANK	SALARY
1	105,500
2	92,300
3	86,000
4	80,150
5	80,000
6	79,000
7	66,000
8	63,966
9	61,585
Average	79,389

DEANS:
ENGINEERING

RANK	SALARY
1	125,000
2	114,500
3	108,400
4	82,780
5	82,560
6	82,500
7	81,042
8	68,000
Average	93,098

DEANS:
GRADUATE

RANK	SALARY
1	103,900
2	99,200
3	83,300
4	76,000
5	75,200
6	68,300
7	62,860
8	60,000
Average	78,720

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS: HEALTH/PHYSICAL EDUC/RECREATION	
RANK	SALARY
1	85,800
2	77,665
3	64,500
4	59,112
Average	71,769

DEANS: HEALTH-RELATED PROFESSIONS	
RANK	SALARY
1	79,576
2	72,000
3	62,980
Average	71,519

DEANS: HOME ECONOMICS	
RANK	SALARY
1	91,200
2	85,000
3	67,400
4	62,980
Average	76,645

DEANS: JOURNALISM/ COMMUNICATION	
RANK	SALARY
1	99,500
2	80,000
3	61,944
Average	80,481

DEANS: LAW	
RANK	SALARY
1	122,500
2	120,000
3	105,500
4	85,728
5	82,500
Average	103,246

DEANS: SOCIAL WORK	
RANK	SALARY
1	100,000
2	88,000
3	75,000
4	53,376
Average	76,594

MEDICAL DEANS: DENTISTRY	
RANK	SALARY
1	125,000
2	105,300
3	100,000
4	91,224
Average	105,381

MEDICAL DEANS: MEDICINE	
RANK	SALARY
1	210,000
2	185,000
3	185,000

RANK	SALARY
4	151,221
5	72,948
Average	160,834

MEDICAL DEANS: NURSING	
RANK	SALARY
1	107,500
2	87,500
3	83,972
4	71,285
5	60,624
Average	82,176

MEDICAL DEANS: PHARMACY	
RANK	SALARY
1	107,500
2	91,887
3	66,396
4	42,000
Average	76,946

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1998-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The twelve participating universities from this region are as follows:

Arizona State University
California State University -
Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California
University of California, Davis
University of California, Santa Barbara
University of California, Santa Cruz
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	142,500
2	127,000
3	125,000
4	124,000
5	123,500
6	123,500
7	120,200
8	108,500
9	106,958
10	105,476
11	95,000
Average	118,330

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	(122,000)
2	(111,500)
3	110,000
4	108,200
5	108,000
6	(107,500)
7	93,500
8	90,732
9	89,165
10	82,000
Average	102,260

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(111,500)
2	(107,500)
3	95,004
4	89,250
Average	100,814

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	96,100
2	91,500
3	89,000
4	85,000
5	82,500
6	80,171
7	79,188
8	70,392
9	70,000
10	69,061
11	63,500
12	58,217
Average	77,886

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	76,200
2	70,113
3	66,620
4	65,000
5	60,800
6	56,052
7	53,530
8	46,156
9	44,520
10	44,100
11	44,001
12	42,540
Average	55,803

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	89,100
2	77,500
3	76,934
4	75,300
5	74,646
6	74,200

RANK	SALARY
7	71,872
8	71,295
9	67,150
10	57,528
11	56,764
12	54,381
13	53,880
Average	69,273

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	(113,800)
2	104,300
3	(104,300)
4	89,500
5	88,457
6	88,115
7	(82,980)
8	79,000
9	75,000
Average	91,717

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	87,700
2	75,800
3	73,645
4	70,625
5	69,218
6	67,568
7	60,000
8	50,000
Average	69,320

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	76,704
2	75,600
3	73,983
4	69,335
Average	73,906

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	65,490
2	62,109
3	60,962
4	54,925
5	54,600
6	49,300
7	48,778
8	44,676
9	42,729
Average	53,730

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	58,490
2	56,875
3	49,300
4	41,576
5	39,755
6	37,010
7	30,029
Average	44,719

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	79,264
2	76,300
3	70,000
4	69,400
5	64,417
6	63,000
7	55,020
8	48,302
Average	65,713

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	96,800
2	83,000
3	72,360
4	72,000
5	71,808
6	71,173
7	69,840
8	65,119
9	56,880
10	55,000
11	54,075
12	47,858
Average	67,993

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	77,326
2	73,486
3	68,500
4	63,591
5	55,000
6	40,908
Average	63,135

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	69,800
2	55,870
3	49,319
4	46,030
5	45,084
6	37,862
Average	50,661

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	75,115
2	75,000
3	72,732
4	69,011
5	69,000
6	67,200
7	53,316
8	52,100
9	48,500
10	40,184
11	32,847
Average	59,546

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	110,100
2	90,000
3	89,499
4	89,256
5	89,000
6	86,900
7	85,500
8	81,200
9	81,096
10	80,000
11	76,500
Average	87,186

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(75,480)
2	(69,310)
3	69,177
4	68,385
5	66,378
6	65,880
7	65,672
8	65,004
9	64,200
10	58,382
11	(55,311)
12	40,992
Average	63,681

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:

REGISTRAR	
RANK	SALARY
1	(75,480)
2	73,011
3	(69,310)
4	67,289
5	63,668
6	58,700
7	58,011
8	48,960
9	47,332
10	46,296
11	44,264
12	37,140
Average	57,455

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	71,775
2	67,443
3	63,389
4	62,130
5	60,800
6	58,439
7	53,616
8	51,612
9	51,373
10	44,552
11	39,117
12	38,589
Average	55,236

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	72,000
2	67,575
3	64,363
4	58,000
5	57,258
6	53,611
7	48,826

RANK	SALARY
8	49,301
9	46,944
10	44,362
11	44,200
12	30,797
Average	53,020

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	112,522
2	99,674
3	97,737
4	89,231
5	84,000
6	83,408
7	75,834
8	73,116
9	55,788
10	28,496
Average	79,981

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	122,600
2	(122,000)
3	87,500
Average	110,700

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	(113,800)
2	100,000
3	95,600
4	93,312
Average	100,678

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	96,000
2	92,000
3	91,000
4	81,657
Average	90,164

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	91,452
2	84,499
3	82,122
4	57,857
Average	78,983

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	(85,284)
2	78,800
3	73,200
4	65,000
5	64,625
6	58,043
7	58,000
8	53,500
9	44,025
Average	64,497

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	94,300
2	78,898
3	77,600
Average	83,599

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TABLE II (Continued)
—SAN FRANCISCO REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	84,705
2	66,300
3	66,068
4	65,300
5	65,112
6	64,862
7	62,500
8	55,439
9	55,344
10	55,000
Average	64,063

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	78,917
2	78,000
3	77,600
4	74,488
5	66,300
6	65,700
7	56,450
8	55,439
9	52,008
10	43,620
Average	64,852

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	79,052
2	66,191
3	63,991
4	60,000
5	59,724
6	57,716
7	54,334
8	49,440
9	46,194

RANK	SALARY
10	45,775
11	39,924
Average	56,576

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	105,900
2	(103,600)
3	92,800
4	92,200
5	86,200
6	82,818
Average	93,920

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	88,541
2	(85,284)
3	(76,500)
4	52,785
Average	75,778

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	83,500
2	72,468
3	71,940
4	68,544
5	60,177
6	54,822
7	52,046
8	49,608
9	48,000
10	45,522
Average	60,663

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	69,000
2	56,231
3	48,000
4	36,640
Average	52,468

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	(103,600)
2	82,425
3	(76,500)
Average	87,508

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	88,600
2	78,266
3	70,392
4	68,300
5	65,004
6	54,434
7	44,000
Average	66,999

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	101,552
2	67,616
3	66,814
4	60,087
5	58,000
6	54,020
7	54,018

(Continued)

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—SAN FRANCISCO REGION—

(Continued)

PUBLIC RELATIONS OFFICERS:

DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
8	50,180
9	42,552
10	38,688
Average	59,353

RESEARCH OFFICERS:

VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	102,500
2	99,200
3	88,313
4	80,000
5	75,242
Average	89,051

RESEARCH OFFICERS:

DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	74,779
2	66,720
3	65,268
4	59,257
5	57,470
6	49,900
Average	62,232

RESEARCH OFFICERS:

DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	63,996
2	62,959
3	59,400
4	58,275
5	57,540
6	56,490
7	48,000
8	40,159
Average	55,852

DEANS:

AGRICULTURE

RANK	SALARY
1	113,800
2	99,000
3	92,032
4	78,384
Average	93,304

DEANS:

ARCHITECTURE

RANK	SALARY
1	95,030
2	90,200
3	84,000
4	76,620
Average	86,463

DEANS:

ARTS AND LETTERS

RANK	SALARY
1	(107,000)
2	78,924
3	78,010
4	75,528
5	74,000
Average	82,692

DEANS:

ARTS AND SCIENCES

RANK	SALARY
1	(107,000)
2	98,700
3	72,821
4	69,554
Average	87,019

DEANS:

BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	107,170
2	99,600
3	97,300

RANK

SALARY

4	80,028
5	80,000
6	77,796
7	77,000
8	75,760
9	73,973
Average	85,403

DEANS:

CONTINUING EDUCATION

RANK	SALARY
1	85,300
2	78,351
3	71,640
4	68,124
5	68,000
6	66,647
7	65,053
8	63,700
9	62,400
10	52,780
Average	68,200

DEANS:

EDUCATION

RANK	SALARY
1	102,500
2	102,400
3	90,711
4	86,208
5	86,200
6	78,924
7	73,540
8	72,500
9	70,461
10	67,074
Average	83,052

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS:

ENGINEERING

RANK	SALARY
1	115,400
2	113,000
3	107,400
4	106,300
5	100,000
6	89,020
7	81,924
8	81,276
9	77,102
10	76,577
11	75,435
Average	93,039

DEANS:

FINE ARTS

RANK	SALARY
1	(107,000)
2	91,096
3	86,700
4	75,320
5	59,500
Average	83,923

DEANS:

GRADUATE

RANK	SALARY
1	109,300
2	102,500
3	80,274
4	80,256
5	79,620
6	79,600
7	79,080
8	70,000
9	61,873
Average	82,500

DEANS:

HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	117,300
2	81,924
3	78,250
4	74,575
5	73,900
Average	85,190

DEANS:

HUMANITIES

RANK	SALARY
1	90,000
2	87,400
3	75,852
Average	84,417

DEANS:

LAW

RANK	SALARY
1	130,700
2	110,777
3	86,076
4	85,000
Average	103,138

DEANS:

SCIENCE

RANK	SALARY
1	95,000
2	78,396
3	76,577
4	(76,500)
Average	81,618

DEANS:

SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	90,000
2	79,188
3	71,619
4	69,900
Average	77,677

DEANS:

SOCIAL WORK

RANK	SALARY
1	87,900
2	83,148
3	81,869
Average	84,306

MEDICAL DEANS:

MEDICINE

RANK	SALARY
1	200,000
2	181,700
3	119,391
4	84,816
Average	146,477

MEDICAL DEANS:

NURSING

RANK	SALARY
1	82,527
2	81,000
3	75,468
4	51,500
Average	72,624

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The seven participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	99,500
2	92,100
3	92,100
4	92,100
5	91,603
6	81,432
7	75,504
Average	89,191

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	90,000
2	88,462
3	74,020
4	72,000
5	68,994
Average	78,695

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	74,422
2	70,650
3	68,460
4	62,995
5	62,700
6	56,251
7	50,024
Average	63,643

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	(58,448)
2	50,400
3	42,996
4	40,608
5	39,945

RANK	SALARY
6	33,852
7	31,820
Average	42,583

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	69,073
2	65,340
3	62,858
4	59,072
5	57,211
6	54,372
7	52,333
Average	60,037

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	84,898
2	76,860
3	74,020
4	73,980
5	73,980
6	(69,680)
7	56,657
Average	72,868

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	60,375
2	53,181
3	46,030
Average	53,195

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(70,882)
2	60,660
3	57,372

RANK	SALARY
4	53,340
5	47,528
6	46,980
Average	56,127

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	55,718
2	38,712
3	35,712
4	35,016
5	34,882
6	32,388
Average	38,738

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	45,372
2	38,393
3	35,712
4	35,076
5	31,262
Average	37,163

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	69,660
2	64,512
3	57,866
4	57,324
5	46,559
6	46,374
7	44,221
Average	55,217

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PAID 1988-89

TABLE II (Continued)
—SEATTLE REGION—

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	44,017
2	31,591
3	30,852
4	30,852
5	25,368
Average	32,536

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	65,592
2	57,108
3	43,711
Average	55,470

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	51,576
2	48,440
3	43,734
4	38,626
5	29,016
Average	42,278

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	(58,448)
2	49,296
3	49,200
4	41,388
5	40,260
6	40,016
7	34,029
Average	44,662

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	(65,291)
2	(61,116)
3	58,000
4	56,119
5	(51,198)
6	46,464
7	33,549
Average	53,105

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER**

RANK	SALARY
1	71,874
2	70,836
3	65,959
4	65,647
5	65,556
6	64,418
7	56,056
Average	65,764

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	75,899
2	72,975
3	69,660
4	65,062
Average	70,899

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	(65,291)
2	(61,116)
3	55,231
4	(51,198)
5	50,649
6	46,524
7	45,906
Average	53,702

**OPERATIONS OFFICERS:
LEGAL COUNSEL**

RANK	SALARY
1	58,255
2	51,744
3	50,077
Average	53,359

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	66,149
2	56,118
3	49,080
4	47,293
5	45,036
Average	52,735

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID**

RANK	SALARY
1	51,972
2	44,004
3	44,000
4	43,404
5	43,347
6	42,264
7	40,048
Average	44,148

**OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT**

RANK	SALARY
1	54,912
2	54,075
3	50,130
4	46,608
Average	51,431

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE II (Continued)
—SEATTLE REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	49,749
2	42,783
3	38,004
Average	43,512

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	59,844
2	46,368
3	45,465
Average	50,559

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	92,885
2	83,475
3	78,592
Average	84,984

• OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	63,462
2	59,893
3	58,308
4	50,328
5	49,987
6	39,420
7	38,667
Average	51,438

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	63,863
2	55,840
3	55,099
4	(51,064)
Average	56,467

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	(70,882)
2	57,504
3	55,764
4	52,500
5	41,388
6	40,830
Average	53,145

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	50,045
2	47,141
3	44,233
4	38,148
5	35,712
6	33,904
Average	41,531

RANK	SALARY
-	53,432
2	52,994
3	44,868
4	34,008
5	32,520
6	31,657
Average	41,580

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	56,804
2	49,987
3	44,928
4	43,800
5	39,832
Average	47,070

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	52,423
2	51,420
3	(51,064)
4	46,608
5	39,714
6	35,714
Average	46,157

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	82,464
2	75,013
3	72,724
4	62,306
Average	73,127

DEANS:
AGRICULTURE

RANK	SALARY
1	86,004
2	85,030
3	84,194
4	73,331
Average	82,140

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—SEATTLE REGION—

DEANS: ARTS AND SCIENCES	
RANK	SALARY
1	84,017
2	74,484
3	74,392
4	64,477
5	58,926
Average	71,259

DEANS: BUSINESS/INDUSTRIAL MANAGEMENT	
RANK	SALARY
1	85,909
2	85,755
3	82,092
4	75,117
5	74,736
6	66,545
7	66,414
Average	76,653

DEANS: CONTINUING EDUCATION	
RANK	SALARY
1	65,499
2	58,452
3	45,531
Average	56,494

DEANS: EDUCATION	
RANK	SALARY
1	75,407
2	(74,250)
3	73,272
4	72,363

RANK	SALARY
5	65,472
6	62,911
7	56,077
Average	68,536

DEANS: ENGINEERING	
RANK	SALARY
1	90,204
2	87,637
3	83,376
4	76,080
5	71,410
6	57,200
Average	77,651

DEANS: GRADUATE	
RANK	SALARY
1	83,475
2	80,304
3	73,044
4	66,300
5	53,477
Average	71,320

DEANS: HEALTH/PHYSICAL EDUC/RECREATION	
RANK	SALARY
1	74,172
2	72,794
3	63,624
Average	70,197

MEDICAL DEANS: PHARMACY	
RANK	SALARY
1	81,375
2	75,504
3	74,547
Average	77,142

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY-EIGHT STATES

This table summarizes the data for thirty-four university systems in twenty-eight states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities
and Colleges
City University of New York
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Rutgers State University of New Jersey
Southern Illinois University
State University System of Florida
State University of New York System
State University and Community College
System of Tennessee
Texas A & M University System
University of Alabama System
University of Alaska Statewide System
of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central
Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	214,500
2	165,000
3	162,500
4	150,000
5	145,000
6	141,984
7	140,000
8	135,000
9	135,000
10	132,710
11	131,376
12	128,987
13	128,532
14	125,650
15	120,000
16	115,000
17	115,000
18	113,500
19	112,000
20	111,900
21	111,120
22	110,000
23	108,396
24	107,100
25	105,100
26	105,000
27	97,049
28	95,141
29	95,000
30	94,536
31	88,000
32	86,996
33	73,300
34	63,036
Average	119,512

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	139,300
2	124,850
3	119,057
4	115,008
5	115,000
6	114,750
7	110,656
8	107,230
9	107,000
10	101,850
11	100,500
12	(98,000)
13	97,020
14	96,155
15	95,000
16	91,783
17	89,500
18	86,152
19	85,002
20	83,730
21	82,215
22	80,000
23	78,517
24	(76,674)
25	76,548
26	75,120
27	73,835
28	64,000
Average	95,873

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	116,600
2	88,620
3	84,246
4	81,528
5	78,468

RANK	SALARY
6	70,895
7	70,500
8	68,214
9	58,981
10	57,120
11	51,600
Average	75,161

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	106,600
2	84,246
3	75,384
4	64,100
5	62,292
6	59,053
7	53,530
8	48,045
Average	69,156

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	92,200
2	83,916
3	80,909
4	80,000
5	71,724
6	50,110
7	45,747

Average 72,087

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	139,300
2	125,000
3	115,008
4	112,238
5	103,270
6	(98,300)
7	(98,000)
8	95,000
9	93,000
10	89,500
11	87,600
12	85,859
13	85,413
14	82,440
15	(76,674)
16	52,000
Average	96,163

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	99,800
2	(98,300)
3	87,318
4	84,246
5	78,000
6	73,450
7	66,852
8	65,982
Average	81,744

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	98,600
2	84,246
3	81,500
4	75,250
5	66,092
6	60,946
7	58,916
Average	75,079

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRES

RANK	SALARY
1	88,000
2	(85,000)
3	78,074
4	77,065
5	76,685
6	75,363
7	72,750
8	65,000
9	64,176
10	63,615
11	59,500
12	57,240
13	52,700
14	51,360
15	(51,000)
16	51,000
17	49,073
18	44,940
19	34,737
Average	63,067

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	142,900
2	110,656
3	100,700
4	95,000
5	93,600
6	88,700
7	(88,630)
8	87,725
9	87,500
10	86,100
11	84,038
12	83,230
13	81,500
14	77,110
15	(74,600)
16	73,636
17	73,459
18	69,300
19	68,160
20	63,410
21	62,370
22	60,946
23	60,274
24	59,547
25	56,560
26	53,361
27	51,600
28	48,500
Average	77,968

OPERATIONS OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RES

RANK	SALARY
1	84,780
2	84,246
3	77,806
4	77,281

(Continued)

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

(Continued)

OPERATIONS OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RES .

RANK	SALARY
5	(73,900)
6	73,582
7	70,895
8	(61,750)
9	61,500
10	55,620
11	55,037
12	53,707
13	53,000
14	43,260
15	42,780
16	42,221
17	41,392
18	39,480
19	35,951
20	31,464

Average 57,983

OPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

RANK	SALARY
1	98,600
2	(88,630)
3	(85,000)
4	84,600
5	82,400
6	77,400
7	72,416
8	67,662
9	60,437
10	59,020
11	56,700
12	56,624
13	52,500
14	49,654
15	45,094
16	42,602

RANK	SALARY
17	40,000
18	38,352
19	38,226
20	34,380
21	28,900
22	22,793

Average 58,272

FINANCE AND BUSINESS
OFFICERS: VICE PRES/
CHANCELLOR

RANK	SALARY
1	125,100
2	123,650
3	115,000
4	114,000
5	(111,500)
6	110,656
7	109,200
8	102,300
9	100,700
10	100,000
11	99,775
12	97,200
13	95,000
14	91,800
15	89,856
16	87,500
17	86,152
18	86,032
19	(85,000)
20	83,219
21	(82,980)
22	82,440
23	82,215
24	81,000
25	79,000
26	77,002
27	76,807
28	75,744
29	70,000
30	58,500

Average 92,644

FINANCE AND BUSINESS
OFFICERS: ASSOC VICE
PRES/CHANCELLOR

RANK	SALARY
1	93,000
2	87,725
3	84,246
4	80,480
5	69,000
6	67,797
7	67,500
8	65,460
9	63,900
10	60,672
11	60,059

Average 72,713

FINANCE AND BUSINESS
OFFICERS: ASST VICE
PRES/CHANCELLOR

RANK	SALARY
1	104,800
2	89,000
3	87,000
4	82,561
5	72,003
6	71,020
7	65,000
8	(61,750)
9	59,134
10	55,584
11	50,460
12	43,329
13	40,500

Average 67,857

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS
OFFICERS:

BUDGET OFFICER

RANK	SALARY
1	88,776
2	82,688
3	82,390
4	82,000
5	80,480
6	75,000
7	72,800
8	72,732
9	62,880
10	62,424
11	62,000
12	60,691
13	59,000
14	58,200
15	57,700
16	(55,300)
17	50,613
18	48,573
19	38,415
20	32,000
21	31,312

Average 62,665

FINANCE AND BUSINESS
OFFICERS:

BUSINESS MANAGER

RANK	SALARY
1	97,200
2	80,832
3	72,816
4	72,000
5	57,648
6	48,500
7	38,850
8	30,500

Average 62,293

FINANCE AND BUSINESS
OFFICERS:

CONTROLLER

RANK	SALARY
1	86,000
2	82,688
3	75,700
4	72,424
5	72,000
6	67,500
7	67,212
8	67,049
9	64,790
10	63,300
11	58,200
12	58,088
13	57,840
14	57,620
15	55,000
16	51,900
17	50,000
18	47,850

Average 64,176

FINANCE AND BUSINESS
OFFICERS:

AUDITOR

RANK	SALARY
1	84,000
2	82,688
3	78,000
4	74,000
5	72,185
6	72,000
7	66,000
8	64,415
9	63,900
10	(61,750)
11	60,696
12	60,400
13	59,849
14	59,300
15	55,527

RANK

SALARY

16	55,000
17	52,128
18	51,175
19	50,000
20	48,800
21	47,400
22	44,988
23	44,900
24	43,260
25	35,200
26	28,500

Average 58,310

FINANCE AND BUSINESS
OFFICERS:

TREASURER

RANK

SALARY

1	164,300
2	91,000
3	84,824
4	74,095
5	72,816
6	71,218
7	67,690
8	67,500
9	64,445
10	59,800
11	55,940
12	50,160

Average 76,982

FINANCE AND BUSINESS
OFFICERS:

DIRECTOR OF PERSONNEL

RANK

SALARY

1	110,656
2	82,500
3	82,000
4	75,950
5	73,357

(Continued)

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

(Continued)

FINANCE AND BUSINESS
OFFICERS:

DIRECTOR OF PERSONNEL

RANK	SALARY
6	72,816
7	72,360
8	66,400
9	65,800
10	(62,800)
11	61,714
12	59,850
13	55,860
14	51,597
15	49,665
16	46,350
17	40,750
18	37,944

Average 64,903

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	93,288
2	82,700
3	71,735
4	69,230
5	65,000
6	62,743
7	60,000
8	59,000
9	59,000
10	58,194
11	56,800
12	55,330
13	52,000
14	49,477
15	46,592
16	42,800
17	42,360

Average 60,368

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	94,476
2	91,500
3	86,000
4	79,500
5	75,850
6	74,970
7	70,000
8	62,000
9	60,946
10	60,000
11	58,418
12	57,809
13	57,000
14	56,712
15	37,000

Average 68,145

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	101,600
2	97,000
3	95,000
4	94,925
5	90,000
6	88,695
7	(85,000)
8	84,893
9	81,500
10	78,132
11	60,946
12	50,100

Average 83,983

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	109,750
2	95,500
3	93,000
4	93,000
5	91,420
6	87,725
7	76,500
8	68,810
9	51,040
10	50,100

Average 81,685

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	105,640
2	(101,850)
3	94,800
4	90,000
5	77,497
6	74,666
7	62,946

Average 86,771

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	111,000
2	103,000
3	92,000
4	91,000
5	87,500
6	85,221
7	82,056
8	76,456
9	76,300
10	63,201
11	62,712
12	58,000

Average 82,371

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	85,500
2	82,700
3	81,000
4	78,750

RANK	SALARY
5	78,150
6	72,843
7	62,880
8	60,012

Average 75,229

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	98,432
2	85,950
3	75,000
4	67,843
5	60,600
6	46,422

Average 72,375

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	80,850
2	75,000
3	65,784
4	65,749
5	63,835
6	63,000
7	61,300
8	60,600
9	59,262
10	59,000
11	46,160
12	45,000
13	42,205

Average 60,596

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